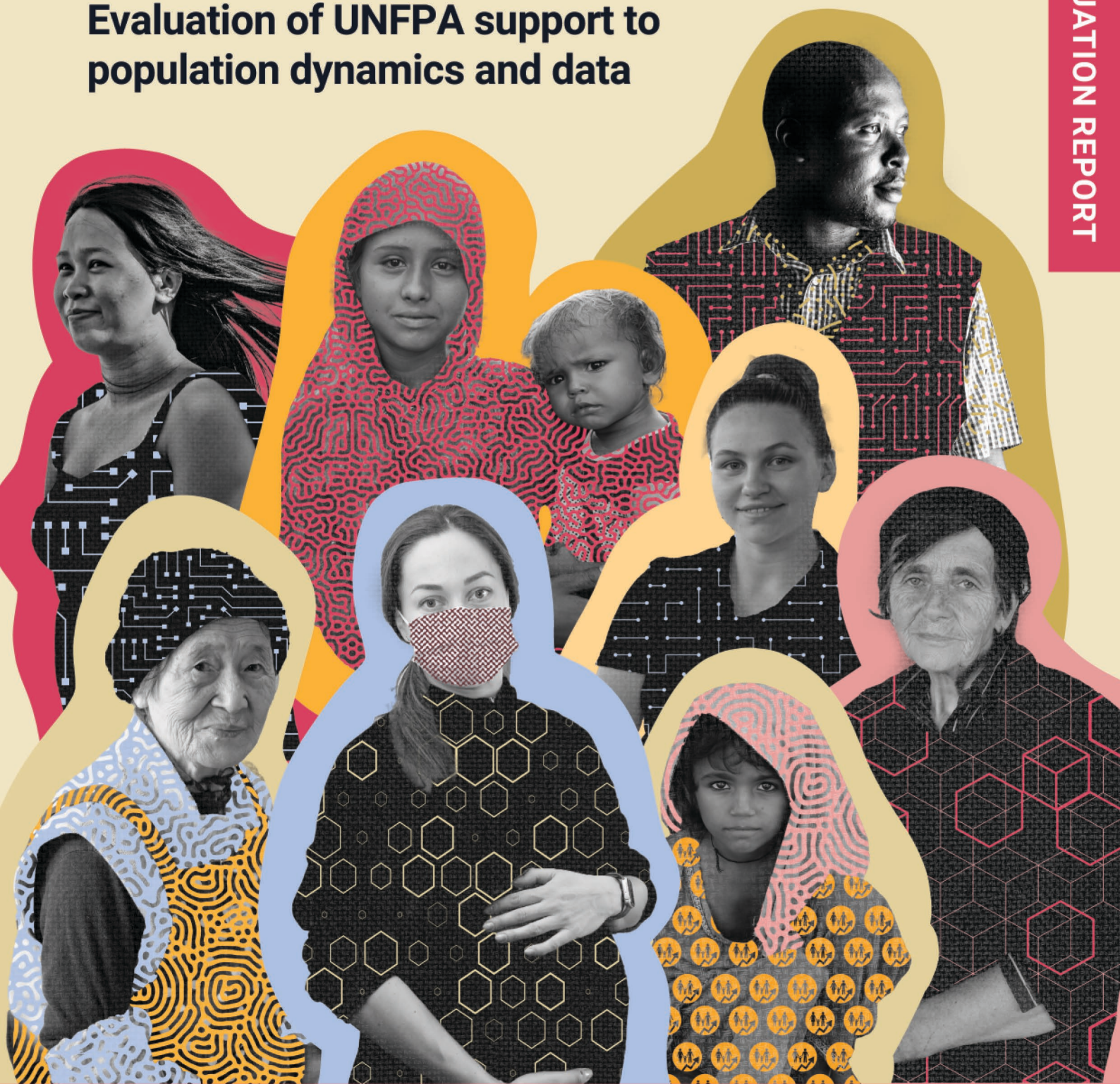


Evaluation of UNFPA support to population dynamics and data



Volume 2

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ANNEX I Evaluation Terms of Reference

EVALUATION OF UNFPA SUPPORT TO POPULATION DYNAMICS AND DATA: including links to ageing, low fertility and the demographic dividend with a gender lens. 2014-2022

Terms of Reference

SECONDARY BIDDING: LOT 2 – UNFPA LONG TERM AGREEMENT FOR THE SUPPLY OF EVALUATION SERVICES IN THE THEMATIC AREA OF GENDER EQUALITY

1. Introduction

The Evaluation Office of United Nations Population Fund (UNFPA) will conduct an independent evaluation of UNFPA support to population dynamics and data: including links to ageing, low fertility and the demographic dividend with a gender lens.

At the preparation of the quadrennial budgeted evaluation 2022-2025, the Evaluation Office (EO) followed three steps to identify (a) strategic evaluation priorities in relation to the UNFPA strategic plan, 2022-2025; and (b) knowledge gaps where centralized evaluations¹ would add value. An evidence-gap analysis was conducted by assessing the coverage of centralized evaluations managed during 2015-2021 against the UNFPA strategic plan. This analysis showed a few evidence gaps in the areas of population dynamics. A tentative list of proposed centralized evaluations was subject to selectivity analysis to assess their relevance and utility. Finally, a list of potential evaluations was used as the basis for bilateral consultations with major stakeholders, including the UNFPA Executive Committee and the Executive Board. The present evaluation is one of the strategic thematic centralized evaluations included in the quadrennial budgeted evaluation plan for the next four years.

An external, multidisciplinary team comprised of evaluation and thematic experts from the global south and the global north, will support the UNFPA EO in carrying out the evaluation. The selected evaluation team is expected to conduct the evaluation in conformity with the present terms of reference (ToR) and under the overall leadership from the lead evaluation manager.

Due to the impact of the current global COVID-19 pandemic and travel restrictions that derive from it, the evaluation will most likely not include in-country missions. Hence, its methodological approach will rely on document review and analysis, including secondary data, and remote interviews with global, regional and country-level stakeholders. Otherwise, if the pandemic situation changes, travel, face to face meetings and site visits will be allowed as relevant.

Users of the evaluation

The main users of the evaluation include staff members of UNFPA at the global, regional and country level; partner country governments; donors; civil society, including non-governmental organizations, feminists and women's rights activists; and gender equality advocates. In particular, the evaluation will provide useful information to Country Office (CO) and Regional Office (RO) managers, senior management and the Executive Board of UNFPA (independent governing body of UNFPA). Hence, it is expected that the evaluation will provide useful lessons and recommendations that will feed into the midterm review of the 2022-2025 Strategic Plan.

1.1 Global context

Globally, population dynamics have a critical influence on the achievement of the Sustainable Development Goals (SDGs) and the Programme of Action of the International Conference on Population and Development (ICPD), and their integration is central to any development agenda.

¹ Centralized evaluations are those evaluation conducted/ managed by the independent Evaluation Office

Major population dynamics are being experienced globally. Falling fertility rates and large-scale population ageing are affecting some countries while relatively higher fertility and emerging youth populations are impacting others. The world is ageing rapidly. People aged 60 and older currently make up 12.3 per cent of the global population; by 2050, that number will rise to almost 22 per cent. While about half of the world's population lives in countries with below-replacement fertility (2.1 births per woman), in 2019, 33 of the 36 countries or areas that had fertility levels above four births per woman are in sub-Saharan Africa.² There are also significant changes in spatial redistribution associated with migration and urbanization.

These population dynamics present challenges that have direct and indirect implications for sustainable development. They affect economic growth, particularly the ability of countries to provide social services (including sexual and reproductive health information and services, and secure reproductive rights); and increase pressure on finite natural resources, contributing to climate change and challenging environmental sustainability. Population dynamics do not only affect sustainable development, but they are also affected by social, economic, and environmental development in turn.

Further, the linkages between population dynamics and sustainable development are shaped by issues of gender equality, social norms, and women's empowerment, as well as equity.³

However, population dynamics can also provide important opportunities for sustainable development. In countries with high population growth, particularly developing economies, a rapid and marked decline in fertility levels, which leads to an increase in the working-age population relative to the dependent population, can create a "demographic dividend" that can positively influence development. This "window of opportunity" for development requires investments in decent employment, and in the education and health of children, adolescents, and youth. Countries that have been able to harness the demographic dividend are those that have invested in human capital and increased labour force through employment creation opportunities.⁴

While high population growth is a concern in developing countries, middle- and high-income countries are grappling with low fertility and ageing as a result of slower population growth or even population decline. Increased life expectancy - albeit a positive indicator of development - when combined with a trend towards lower fertility leads to rapid population ageing which poses social and economic development challenges.⁵ However, with the right set of policies and strategies, population ageing also provides opportunities for socioeconomic growth, provided that older persons benefit from good health, have social protection schemes to ensure that they do not fall into poverty and are empowered to actively participate in socioeconomic development.⁶

The implementation of the 2030 Agenda and the ICPD Programme of Action requires effective monitoring from a population perspective. The availability of timely and reliable disaggregated data on population size, distribution, sex, and age structure, as well as socio-economic indicators to track progress towards the achievement of the SDGs and ICPD Programme of Action is fundamental for governments to secure their present and future populations and to ensure that no one is left behind. Data plays a critical role in the design and implementation of effective, evidence-based population policies, strategies and programmes. To advance the availability of data and evidence, Member States included a specific target under SDG Goal 17 on partnerships (SDG target 17.18) focusing on enhanced support to build capacity of developing countries to

² 2022-2025 UNFPA Strategic Plan - https://www.unfpa.org/sites/default/files/board-documents/main-document/DP.FPA_2021.8_-_UNFPA_strategic_plan_2022-2025_-_FINAL_-_14Jul21_-_Corrected_19Jul21.pdf

³ Population Dynamics in the Post-2015 Development Agenda - pg. 10

⁴ <https://www.unfpa.org/demographic-dividend>

⁵ Population Dynamics in the Post-2015 Development Agenda - pg. 12-13.

⁶ Population Dynamics in the Post-2015 Development Agenda - pg. 22-23

significantly increase the availability of timely, high-quality, and reliable disaggregated data relevant to national contexts.⁷

1.2 UNFPA support to population dynamics and data

Population dynamics is a key element work for UNFPA focusing on the availability of data and evidence to advance its mandate on ensuring that women, adolescents, and youth have access to sexual and reproductive health and reproductive rights. UNFPA recognizes that without disaggregated, high-quality data and evidence - including emerging population issues such as translating demographic dividends into human capital, low fertility, ageing, migration, and urbanization - it will not be possible to accelerate the achievement of the three UNFPA transformative results, the ICPD Programme of Action, and the SDGs.⁸

Data and evidence are needed across many relevant sectors and for a range of critical policy and programme decisions. These include defining the pace of change required to achieve the three transformative results; identifying populations that are left furthest behind; understanding the challenges and gaps in achieving the transformative results; projecting and operationalizing a pathway to scale up interventions; and evaluating the impact of such interventions.⁹

Further, the voluntary commitments made at the Nairobi Summit on ICPD25 in 2019 underscored the need to (i) invest in the education, employment opportunities, health, including family planning and sexual and reproductive health services, of adolescents and youth, especially girls, so as to fully harness the promises of the demographic dividend, and (ii) provide quality, timely and disaggregated data, that ensures privacy of citizens and is also inclusive of younger adolescents, invest in digital health innovations, including in big data systems, and improvement of data systems to inform policies aimed at achieving sustainable development.¹⁰

UNFPA has been supporting countries to modernise census, introduce use of geospatial analysis and georeferenced data, advance the work on ageing through the Global Programme on Ageing and Low Fertility, as well as global work to support and scale up UNFPA multi-sectoral programme on the demographic dividend.

In response to the COVID-19 pandemic, UNFPA's population dynamics and data interventions focus on three areas: (i) assuring data continuity, (ii) population mapping, and (iii) assessing impact and response measures. UNFPA is tracking census disruptions worldwide and supporting the urgent transformation of data collection tools and methods to assure data continuity for the SDGs. UNFPA has launched a global dashboard on Population Data for COVID-19, mapping vulnerable persons, including older persons, those living without piped water, and those in dense urban areas; governments are also being supported to map health sector readiness. UNFPA is also actively expanding data work on the impact of COVID-19 on UNFPA's three transformative results, including maternal health, contraceptive supplies, and ending gender-based violence and harmful practices, including child marriage and female genital mutilation. To target areas of acute need, UNFPA is closely monitoring the continuity of maternal health and gender-based violence services as well as humanitarian assistance. UNFPA is also contributing to inter-agency assessments of the socioeconomic impact of the pandemic.¹¹

The Madrid International Plan of Action on Ageing (MIPAA) adopted in 2002 represented a major breakthrough in addressing ageing-related issues and framing policies and laws for maintaining the quality of life of older persons.¹² The United Nations has monitored progress

⁷ United Nations. 2015. Resolution adopted by the General Assembly on 25 September 2015 - https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E

⁸ 2018-2021 UNFPA Strategic Plan - <https://www.unfpa.org/strategic-plan-2018-2021>

⁹ 2022-2025 UNFPA Strategic Plan

¹⁰ The Report on the Nairobi Summit on ICPD25 - <https://www.unfpa.org/publications/nairobi-summit-icpd25-report>

¹¹ Coronavirus Disease (COVID-19) Pandemic UNFPA Global Response Plan - pg. 9

¹² The Madrid International Plan of Action on Ageing - pg. 6

that countries have made towards implementing the MIPAA. Responsibility for coordinating the process has been entrusted to the United Nations Regional Commissions and the UNFPA has been supporting the Regional Commissions. Very rapidly declining fertility has led to accelerated population ageing and even population decline in some countries, and if current trends continue this will only worsen. Evidence-based policy formulation is crucial for addressing aged-related issues. Without adequate data infrastructure, it is difficult to monitor the quality of life, key changes in health and economic status and other important variables as people age in order to develop essential policies. During the last ten to fifteen years, there have been increasing endeavours at international, national and local levels in the Asia-Pacific Region to collect information specifically related to older persons through reasonably representative surveys of the older-age population. UNFPA has been supporting the undertaking of censuses and surveys, which provide age- and sex-disaggregated data including various characteristics of the older population to inform policy formulation and programme strategies¹³

Guided by the Africa Agenda 2063 Framework Document and the African Union Road map on Harnessing the Demographic Dividend, UNFPA has been supporting regional and country offices in Africa to undertake demographic dividend studies and develop operational or implementation plans to shape investments into Africa's youthful population. Recognizing that Africa's young people are the primary vehicle for realizing the demographic dividend and the principal engine for fostering development at all levels, UNFPA has also been supporting the integration of demographic dividend operational or implementation actions into national development plans at both national and sub-national level.¹⁴

1.4 UNFPA financial support to population dynamics and data

The evaluation will assess the contribution of UNFPA support to population dynamics and data: including links to ageing, low fertility and the demographic dividend with a gender lens (as operationalized in *outcome 4: Population and development* of the 2014-2017 Strategic Plan; and *outcome 4: Integration of evidence-based analysis on population dynamics to the development agendas* of the 2018-2021 Strategic Plan). The preliminary financial analysis conducted by the EO (for these ToR) reflects the scope of the evaluation and includes expenditures under these outcomes for the period 2014 - 2021 (September).

2. Evaluation purpose, objectives and scope

Purpose

The evaluation will be forward-looking and strategic in nature and will aim to inform UNFPA support in this area of work including the strategic direction, gaps and opportunities for UNFPA in addressing population dynamics and data with a gender lens. It will provide an opportunity to produce evaluative evidence on UNFPA performance in achieving results, to support evidence-based decision-making, and to contribute to the learning and sharing of good practice.

The primary objectives of the evaluation are:

To assess the relevance, coherence, efficiency, effectiveness and sustainability of the UNFPA support on addressing population dynamics and data, including the demographic dividend, as well as low fertility and ageing with a gender lens.

To identify lessons learned and generate knowledge from past support to inform future programming; to inform the design of effective, evidence-based population policies, programmes and strategies. The evaluation will inform the mid-term review of the 2022 - 2025 Strategic Plan.

¹³ Perspectives on Population Ageing in the Asia-Pacific Region - pg. 38

¹⁴ UNFPA Annual Reports (2014-2020)

Scope

Temporal scope - The evaluation will cover the implementation and the results of the UNFPA support during the period 2014-2022.¹⁵

Geographic scope: while the evaluation will cover interventions on population dynamics and data - at global, regional and national levels - and their interconnections, attention will be paid particularly to the support at country level.

Thematic scope - The evaluation will assess UNFPA support over three successive planning cycles i.e., 2014-2017: 2018-2021 and 2022 - 2025 of UNFPA Strategic Plans. It will assess UNFPA support to:

strengthening national population data systems including capacities for quality data generation as well as data analysis, dissemination and utilisation in development and humanitarian and fragile contexts.

promoting the implementation of rights-based policies integrating evidence on population dynamics, sexual and reproductive health and gender equality.

enhancing analytical capacity to forecast population dynamics, mainstreaming demographic intelligence to improve the responsiveness, targeting and impact of development policies, programmes and advocacy, and assess demographic development linkages with the demographic dividend, low fertility and ageing with a gender lens.

The following section summarizes the population dynamics and data focus areas under each UNFPA strategic plan:

Table 3: UNFPA population dynamics and data focus areas

2014-2017 UNFPA Strategic Plan	UNFPA aimed to “ <i>strengthen national policies and international development agendas through integration of evidence-based analysis on population dynamics and their links to sustainable development, sexual and reproductive health and reproductive rights, HIV and gender equality.</i> ” ¹⁶ Key result areas to achieve this outcome included;
	Strengthened national capacity for production and dissemination of quality disaggregated data on population and development issues that allows for mapping of demographic disparities and socioeconomic inequalities, and for programming in humanitarian settings Increased availability of evidence through cutting-edge in-depth analysis on population dynamics , sexual and reproductive health, HIV and their linkages to poverty eradication and sustainable development Strengthened capacity for the formulation and implementation of rights-based policies (global, regional and country) that integrate evidence on population dynamics , sexual and reproductive health, HIV, and their links to sustainable development Strengthened national capacity for using data and evidence to monitor and evaluate national policies and programmes in the areas of population dynamics , sexual and reproductive health and reproductive rights, HIV, adolescents and youth and gender equality, including in humanitarian settings
2018-2021 UNFPA	UNFPA aims to improve national population data systems to map and address inequalities to ensure that “ <i>Everyone, everywhere, is counted, and accounted for, in the pursuit of sustainable development.</i> ” ¹⁷ Key result areas to achieve this outcome include;

¹⁵ The evaluation inception report will indicate a cutting date for the completion of the data collection in 2022. This date will mark the end date of the temporal scope.

¹⁶ 2014-2017 UNFPA Strategic Plan - <https://www.unfpa.org/sites/default/files/resource-pdf/Strategic%20Plan,%202014-2017.pdf>

¹⁷ 2018-2021 UNFPA Strategic Plan

Strategic Plan	<p>Improved national population data systems to map and address inequalities; to advance the achievement of the SDGs and the commitments of the ICPD Programme of Action; and to strengthen interventions in humanitarian crises</p> <p>Mainstreamed demographic intelligence to improve the responsiveness, targeting and impact of development policies, programmes and advocacy. Demographic intelligence offers insights into how demographic changes, such as status and trends of population growth, health, ageing, distribution, mobility, family life and household structures, shape social, economic and environmental development</p>
2022-2025 UNFPA Strategic Plan	<p>In the next cycle, UNFPA will aim to <i>“strengthen data systems and evidence that take into account population changes and other megatrends (including ageing and climate change), in development policies and programmes, especially those related to sexual and reproductive health and reproductive rights.”</i>¹⁸ Key focus areas to contribute to the achievement of each transformative result will include;</p> <p>Outcome 1: Reduction in the unmet need for family planning Continued support for the implementation of the 2020 round of population and housing census and strengthen civil registration and vital statistics systems, to generate population data essential for supporting family planning and other sexual and reproductive health services Strengthen relevant data systems, demand-side research, particularly in rapid urbanization and humanitarian settings, and analytic capacity to better target service delivery Expand the development of evidence-based investment cases to demonstrate the impact of family planning on socio-economic development under different demographic scenarios</p> <p>Outcome 2: Reduction of preventable maternal deaths Strengthen the availability and utilization of high-quality, routine facility-based sexual, reproductive, maternal, new-born and adolescent health data, as well as data from call centres, youth centres and mobile healthcare units to improve the quality of care By generating and combining population, health and facility data, UNFPA will be able to: Develop sexual and reproductive health coverage and financial protection indices Identify vulnerable populations with inequities in access to comprehensive sexual and reproductive health and reproductive rights information and services</p> <p>Outcome 3: Reduction in gender-based violence and harmful practices Increase investments in strengthening and using data systems on gender-based violence and harmful practices in both development and humanitarian contexts by: Strengthening data on violence-against-women, including through the kNOwVAW data initiative Expanding coverage of birth, marriage, divorce and death registration for women and girls through stronger civil registration and vital statistics systems Building national capacity in data disaggregation, analysis, dissemination and utilization, including the use of small-area estimation and geospatial statistics for tracking child, early and forced marriage, female genital mutilation and sex ratios at birth Increasing data coverage and quality for the SDG 5, target 5.6 indicators</p>

3. Evaluation approach and methodology

Evaluation criteria and indicative areas for investigation

The proposed evaluation criteria are selected from the 2019 Organisation for Economic Co-operation and Development/Development Assistance Committee (OECD/DAC) criteria, as defined below:

¹⁸ 2022-2025 UNFPA Strategic Plan

Relevance	to national needs, the needs of affected populations, government priorities and UNFPA policies and strategies, and how they address different and changing national contexts
Coherence	UNFPA supported interventions on population dynamics and data are consistent with other UNFPA and United Nations streams of work within its mandate and synergies with national interventions
Effectiveness	the extent to which UNFPA interventions intended results (contribution to outputs and progress towards outcomes) were achieved (or are likely to be achieved)
Efficiency	in terms of how funding, personnel, administrative arrangements, time and other inputs contributed to, or hindered the achievement of results; how well inputs were combined
Sustainability	the extent to which the benefits from UNFPA supported interventions are likely to continue, after it has been completed

The evaluation criteria have been translated into areas of inquiry (see table 4). These will be used as a starting point for developing the specific set of evaluation questions, assumptions and respective indicators. The indicative areas for investigation are intended to give a more precise form to the evaluation criteria and to articulate the key areas of interest that have emerged from document review as well as from consultations with key stakeholders, thereby optimizing utility of the evaluation.

The indicative areas of inquiry will be further consolidated and refined within the inception report (when the evaluation team will have a clearer understanding of data availability and methodological feasibility and evaluability). Following broader consultations and detailed documentary review, final evaluation questions will be agreed upon by the evaluation reference group. The evaluation questions will be integrated into an evaluation matrix.

The matrix is intended as a framework for the collection and analysis of data as well as reporting. The evaluation matrix shall present the evaluation questions and break them down into assumptions, indicators associated to these assumptions, sources and tools for data collection. The column on sources of information should link the evaluation questions with the stakeholder mapping and pave the way for the production of the interview protocols per type of stakeholder, the tool that links the evaluation matrix with data collection.

Table 4: Indicative areas of inquiry (Evaluation Questions)	Evaluation criteria
<p>The extent to which UNFPA support is aligned with and responds to: (i) partner government priorities and national needs for timely, reliable and disaggregated data on population dynamics, including those furthest behind; (ii) regional and global data needs; and (iii) UNFPA policies and strategies in line with human rights, gender equality and leave no one behind principles and standards</p> <p>Look at the following dimensions:</p> <p>Degree to which UNFPA's support responds to evolving changes, including those related to emerging megatrends, such as: ageing, low fertility, demographic dividend as well as migration and climate change</p> <p>UNFPA's strategies for enhancing capacities and generating data and knowledge on population dynamics relevant for identifying and responding to the differentiated and specific interests and needs of women, adolescents and youth, including those left furthest behind and the hardest-to-reach populations</p>	Relevance

<p>The extent to which UNFPA's support apply an inclusive (human rights-based) and gender transformative approach to the needs of its main stakeholders for harnessing demographic dividend</p>	
<p>How well UNFPA work on population dynamics created linkages with other streams of work?</p> <p>Look at the following dimensions:</p> <p>Linkages with sexual and reproductive health and HIV data needs</p> <p>Strengthening and using data systems on gender-based violence and harmful practices in both development and humanitarian and fragile contexts</p> <p>Positioning of population data and demographic intelligence to reduce preventable maternal deaths, empower adolescents and youth, identify vulnerable subpopulations, especially in humanitarian and fragile contexts</p> <p>Building national capacity in data disaggregation, analysis, dissemination and utilization, including the use of small-area estimation and geospatial statistics for tracking child, early and forced marriage, female genital mutilation and sex ratios at birth</p> <p>Opportunities for evidence-based population policies, programmes and strategies in relation to broader contribution to empowering girls and women</p>	<p>Coherence</p>
<p>3) The extent to which UNFPA support on data capacities on population dynamics has contributed to enhancing population data systems including the availability of disaggregated data, analytical capacity to forecast population dynamics Look at the following dimensions:</p> <p>assess demographic development linkages with the demographic dividend, low fertility and ageing from a human rights-based angle along with other gender dimensions</p> <p>assess internal capacity and support to external partners to undertake evidence-based investment cases for transformative results (the focus is on the global price tag to address the UNFPA tree transformative results).</p>	<p>Effectiveness</p>
<p>To what extent has UNFPA support been successful in strategically positioning and mainstreaming population dynamics, megatrends and demographic dividends in development and population-related policies and programmes?</p> <p>Look at the following dimensions:</p> <p>the extent to which UNFPA policy advice, dialogue, advocacy and other interventions have contributed to strengthened data systems and formulation and monitoring of rights-based, gender transformative and evidence-informed policies at country level that take into account population dynamics, demographic dividend and other megatrends</p> <p>the extent to which UNFPA support has contributed to generating demographic intelligence to improve the responsiveness, targeting and impact of development policies, programmes and policy dialogue and advocacy on issues pertinent to population dynamics</p>	<p>Effectiveness</p> <p>Sustainability</p>
<p>To what extent has UNFPA support strengthened the capacities of countries to collect, analyse, and utilize disaggregated data on population dynamics, and the rapidly evolving megatrends (including low fertility, ageing, urbanization, climate change, inequalities and migration) towards the attainment of the three transformative results?</p> <p>Look at the following dimensions:</p> <p>the extent to which UNFPA support has contributed to strengthening national population data system and capacities across different contexts (inter alia, through support to DHS, CRVS, and other data collection mechanisms, including geospatial data)</p> <p>the extent to which UNFPA support has promoted or facilitated the use of geospatial analysis and georeferenced data to account for and project population changes and prospects for demographic dividend and megatrends, including mapping those furthest behind for achieving the three transformative results</p>	<p>Effectiveness</p> <p>Sustainability</p> <p>Efficiency</p>

what mechanism has the UNFPA support deployed to ensure that systems and capacities for data generation and use are institutionalised?	
<p>Are human and financial resources in line with the ambition and priorities set out in the Strategic Plan(s) to respond to the demands for demographic intelligence for stronger data-driven programming, evidence-informed population policies and decision-making to accelerate the three transformative results?</p> <p>Look at the following dimensions:</p> <p>does UNFPA have the required expertise at global, regional and country level?</p> <p>does UNFPA have the appropriate structure, tools and processes in place to facilitate the efficient implementation of its work programme to be the go-to-agency for population dynamics</p> <p>how effective has UNFPA been in leveraging coordination and strategic partnership within and outside the UN system including South-South and triangular cooperation in data and evidence generation on population dynamics</p>	Efficiency
<p>To what extent has UNFPA established a relevant, gender responsive, realistic, strategic, innovative and clear approach for planning, delivering and reporting UNFPA results/accomplishments under the population change and data focus areas of the Strategic Plans?</p> <p>Look at the following dimensions:</p> <p>what approaches does UNFPA deploy in population dynamics and what underlying assumptions and theories support these programmes</p> <p>to what extent have population situation analysis and related research activities served as a catalyst for analytical processes in the Common Country Assessment/United Nations Sustainable Development Cooperation Framework and shaping women's rights priorities?</p> <p>The extent to which UNFPA work on population dynamics and data has adapted programming to respond to challenges resulting from humanitarian crisis including during the COVID-19 pandemic taking into account the particularities and specific interests of vulnerable groups.</p>	Efficiency Effectiveness Sustainability Coherence

4. Methods for data collection

UNFPA draws attention to the uncertainty of the COVID-19 pandemic and evolving of the response at global, regional and national levels. The implementation of the evaluation should minimize its potential impact on the overall national health response to COVID-19. Furthermore, in view of the evolution of COVID-19 response worldwide, national response, measures and relevant restriction in border control and physical distancing must be respected and taken into account.

As UNFPA is placing priority on health and wellbeing of stakeholders as well as its personnel, including external local and international consultants, unless the security situation changes and allows for traveling and face to face interviews and site visits, data collection will be conducted

*remotely.*¹⁹ *This decision will be taken on a case-by-case basis at the conclusion of the inception phase, by the lead evaluation manager in close consultation with the evaluation team, the security office and the evaluation reference group.*

Data will be collected using both qualitative and quantitative methods. For each evaluation question, there are at least three different methods from which information will be collected, namely:

Document/ data review constitutes one of the most important data sources for the evaluation which includes:

Structured review of strategic and planning documents, progress reports, monitoring data, financial data, reviews and evaluations, research and other relevant reports and existing quantitative data sources at country, regional and global levels.

Relevant websites and social media platforms

Semi-structured (remote) key informant interviews and group discussions will be undertaken at:

country level (implementing partners, government partners, Civil Society Organisations, academia, other UN agencies and donors among other key stakeholders and partners); interviews should be conducted covering countries in the 6 regions where UNFPA operates. A selection of countries / key informants will be agreed and proposed in the inception report.

regional (UNFPA regional offices and regional partners and stakeholders in the 6 regions where UNFPA operates).

global levels (UNFPA headquarters, other UN agencies, partners and donors).

Case studies will be conducted during the data collection phase. The prime aim of the case studies is to inform and provide inputs to the evaluation report from a particular support setting/context/theme. Country case studies will be selected through a *purposive sampling* strategy, using a series of criteria. This *illustrative* sample will offer a more granular and nuanced understanding of UNFPA contribution to population dynamics and data work. The sampling will result in the selection of:

four country case studies

two thematic case studies on “ageing and low fertility” and the “demographic dividend”

The country case studies will be selected at the inception phase and proposed *with a rational* in the inception report.

The outline of both types of case studies will be included in the inception report.

Both types of case studies will result in the production of standalone case study notes. Case studies will constitute volume 3 of the evaluation report.

Online survey, the survey will complement the data collected from the case studies. The content of the questionnaire will be determined at the inception phase. A web-based tool such as SurveyMonkey® will be used to roll out the survey, which should be available in English, Spanish and French.

Methods for data analysis

The evaluation matrix will provide the guiding structure for data analysis for all components of the evaluation.

¹⁹ Through virtual interviews, phone interviews and survey (s) among other tools. The LTA holder is encouraged to propose alternative and innovative data collection tools.

UNFPA welcomes the use of diverse and innovative evaluation methods, and this will be considered in the selection of evaluation proposals. Process tracing, for instance, could be considered. This said, the following methods of data analysis and synthesis are encouraged to be used:

Contribution analysis - to assess the extent to which UNFPA support contributed to (or is likely to) expected outputs and outcomes. The team is encouraged to gather evidence to confirm the validity of the theory of change in different contexts, and to identify any logical and information gaps that it contained; examine whether and what types of alternative explanations/reasons exist for noted changes; test assumptions, examine influencing factors, and identify alternative assumptions for each pathway of change.

Content analysis - to analyse documents, interviews, group discussions and focus groups notes and qualitative data from the survey to identify emerging common trends, themes and patterns for each key evaluation question, at all levels of analyses. Content analysis can be used to highlight diverging views and opposing trends. The emerging issues and trends provide the basis for preliminary observations and evaluation findings.

Quantitative analysis - to interpret quantitative data, in particular data emerging from the survey, as well as from other reports, and included descriptive statistical analysis.

5. Evaluation process

Inception phase

The exercise will commence with the preparation of an Inception report. Drawing on the ToR, the evaluation team will:

- review all documents housed in the document repository provided by the UNFPA EO and any other documentation outside of this which may be relevant to the evaluation;

- review the ToR Indicative areas of inquiry (Evaluation Questions) and prepare the evaluation matrix ([evaluation questions, assumptions and indicators – see annex 1](#));

- drafting of a stakeholder mapping. The stakeholder mapping will be used to facilitate and illustrate the different (groups of) stakeholders relevant to the evaluation, and their relationships to each other;

- the analysis and reconstruction of the intervention logic, i.e., the theory of change meant to lead from planned activities to the intended results of UNFPA support to population dynamics and data;

- review and further develop the methods and tools for data collection and analysis including selection of country case studies, interview protocols, questionnaire for online survey, and a tool to record and organize all data collected, among other tools;

- prepare the work plan for the evaluation.

- present the final team composition and level of effort throughout the evaluation process

Finally, the inception report should include comments on any challenges or difficulties which might arise in structuring and conducting the evaluation, suggesting solutions when applicable.

Data collection (remote)

The data collection will open with a half-day remote induction workshop bringing together the evaluation team and the EO evaluation management group to prepare for the data collection.

Guided by the inception report and finalized work plan, the evaluation team will continue an in-depth documentary review, conduct remote interviews and e-focus group discussions (phone and skype/ zoom), and undertake a survey.

The evaluation team will be expected to present the results of the data collection including the results of the survey to the evaluation reference group (see calendar).

Reporting phase

The reporting phase will open with half a day analysis workshop (remote) bringing together the evaluation team and the EO evaluation management group to discuss the results of the data collection. The objective is to help the various team members to deepen their analysis with a view to identifying the evaluation's findings. The evaluation team then proceeds with the drafting of the findings of the report.

The first draft of the evaluation report (no conclusions and recommendations yet) will be submitted to the evaluation management group for comments. If the quality of the draft report is satisfactory (form and substance), the chair of the evaluation management group will circulate it to the reference group members for review and comments. In the event that the quality is unsatisfactory, the evaluation team will be required to produce a new version of the draft report.

Prior to the submission the second draft final evaluation report, a half a day workshop (remote) will be organized with the evaluation team and the evaluation reference group to agree on the conclusions and discuss elements of the recommendations.

The evaluation team will then present the second draft report (including conclusions and recommendations) to the evaluation reference group.

Based on the inputs and comments from the meeting, the evaluation team should make appropriate amendments and prepare the final draft of the evaluation report. To ensure all comments from the reference group meeting have been fully address, the evaluation team shall prepare an audit trail of their responses to the comments.

The final report should clearly account for the strength of evidence on which findings are made to support the reliability and validity of the evaluation. The report should reflect a rigorous, methodical and thoughtful approach, whereby conclusions and recommendations build upon findings. The final report will follow the structure set out in [Annex 2](#). The report is considered final once it is formally approved by the chair of the evaluation management group.

Management response

Under the guidance of the Policy and Strategy Division, Technical Division will coordinate the preparation of the management response to the evaluation report. The management response will be prepared following the template and process established by the Policy and Strategy Division. In accordance with UNFPA Evaluation Policy, the Management Response must be completed following the release of the final report and will be published on the UNFPA evaluation website.

Dissemination

The evaluation report will be published on the UNFPA evaluation webpage together with the evaluation brief in English, Spanish and French. The proofreading and quality assurance of the professional translations in French and Spanish is the responsibility of the contract holder.

The evaluation team will prepare a detailed PowerPoint presentation on the process and results of the evaluation. Further, the evaluation team will prepare a short PowerPoint presentation, which conveys the evaluation results in a user-friendly manner. The Communication Officer at the EO will provide the team with examples and guidance.

The evaluation team and the lead evaluation manager will also select 5 to 6 key messages from the evaluation. It will be the responsibility of the EO to use these key messages to develop infographics and a social media launch package for the evaluation.

The evaluation team will be required to provide any information requested by the EO Communication Officer in the development of these materials (including all the original figures, diagrams, tables, graphs used in the report, etc.). The team is required to share the list of contacts and e-mails of all external consultants that have been interviewed by the team.

The evaluation team will be required to assist the lead evaluation manager during the dissemination phase. The results, the conclusions and recommendations of the evaluation will be presented in several fora, which will be decided at a later stage.

6. Indicative time schedule

The evaluation will be conducted from January 2022 - March 2023

Table 5: Indicative time schedule

Phase	Task	Date
	Procurement process completed (contract signed and team on board)	December 2021
Inception	Initial documentary review and selected inception interviews (remote)	January 2022
	Submission of draft inception report	Mid-February 2022
	Comments from the Evaluation Management Group (EMG) on the draft inception report	End Feb
	Submission of the revised draft (including the outline for the survey).	Early March
	<u>First Evaluation Reference Group meeting</u> (virtual) - Presentation of the methodological approach and work plan	Mid-March
	Submission of the final inception report	End of March
	Evaluation team and EMG (remote) induction workshop (half day)	Early April
Data collection	Remote interviews and documentary review – Global and regional levels	April – July
	Remote interviews - Country level	
	Survey (Country and regional)	
	<u>Second Evaluation Reference Group Meeting</u> (virtual) Presentation of preliminary findings stemming from the data collection	Early September
Reporting	Evaluation team and evaluation managers data analysis workshop (half day - virtual)	
	Submission of the draft Evaluation Report – introduction and findings chapters	Early Nov
	Comments from the Evaluation Management Group (EMG) and the ERG on the first draft Evaluation Report	Mid - Nov
	Evaluation team (core team) and ERG conclusions and recommendation workshop (half day - virtual)	Early December

	Review and address comments from evaluation management group and reference group members. Submission of the final evaluation report + Submission of Audit Trail (responses to comments) + Power Point Presentation	Jan 2023
	Third Evaluation Reference Group Meeting Presentation of the final report focusing on the conclusions and recommendations (team leader) (virtual)	Jan
Dissemination	Presentation of the final report to the ERG (team leader and chair of the EMG) (virtual)	Feb
	Professional copy editing of the evaluation report provided by the company	Feb
	Production of an evaluation brief in English (one page – 500 words) and translation in Spanish, and French Proofreading and quality assurance of the professional translations is the responsibility of the contract holder	Feb/ March 2023

Legend:

Deliverables to be produced and submitted by the evaluation team	Meetings/ evaluation team workshops (remote/ virtual)
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7. Management and governance of the evaluation

The responsibility for the management and supervision of the evaluation will rest with the evaluation management group (EMG) chaired by the UNFPA EO lead evaluation manager. The evaluation management group will be composed of two senior staff members of the UNFPA EO supported by a research evaluation assistant. The evaluation management group will have overall responsibility for the management of the evaluation process, including the hiring and managing the team of external consultants. The evaluation management group are responsible for ensuring the quality and independence of the evaluation in line with UNEG Norms and Standards and Ethical Guidelines.²⁰ The chair of the EMG is responsible for day-to-day aspects of the evaluation process; acting as the main interlocutor with the evaluation team and relevant stakeholders.

The progress of the evaluation will also be followed closely by the evaluation reference group consisting of members of UNFPA relevant units. The reference group will support the evaluation at key moments of the evaluation process.

For further details on the roles and responsibilities of the EMG and ERG, please refer to the governance and management note – see [annex 5](#).

The evaluation team

The evaluation will be carried out by a highly qualified, multi-disciplinary team with extensive knowledge and experience in evaluation of complex development programming including on population dynamics and data including links to emerging megatrends such as ageing, low fertility and the demographic dividend with a gender lens.

The team must also demonstrate a clear understanding of the UN system and ensure that the evaluation is conducted in line with the UNEG Norms and Standards for Evaluation in the UN System and abides by UNEG Ethical Guidelines and Code of Conduct ([see annex 4](#)) as well as any

²⁰ See: <http://www.unevaluation.org/document/guidance-documents>

other relevant ethical codes UNEG Guidelines. UNEG guidance on Integrating Human Rights and Gender Equality in Evaluation should also be reflected throughout the evaluation.²¹

Knowledge and Expertise

The evaluation team should be able to carry out all the work and deliver all deliverables listed in these ToR to the necessary quality standards.

The evaluation team will collectively bring the below expertise and experience:

Extensive experience in conducting complex evaluations for international development organizations with a specific focus on population dynamics and data, including links to emerging megatrends such as ageing, low fertility and the demographic dividend with a gender lens.

Demonstrable experience conducting gender responsive evaluations (ensuring a human rights-based approach to evaluation, including disability inclusion), as evidenced by previous assignments.

In-depth knowledge of evaluation methodologies and mixed-method approaches.

In-depth knowledge of and thematic expertise in the following areas: (i) population dynamics and data (traditional and new data sources such as geospatial and georeferenced data), (ii) national population data systems; (iii) ageing, (iv) low fertility, (v) demographic dividend, and (vi) gender equality and the rights of women and girls with a specific focus on sexual reproductive health and reproductive rights.

Strong ability to interact with a wide range of stakeholders, particularly on issues that are politically sensitive.

Knowledge of the UN system and UN programming at the country level, will bring additional points.

Demonstrable analytical, communication and writing skills in English.

Fluency in French and Spanish (past work experience in French and Spanish) will be required for the team members leading on the Francophone region/countries and Latina America region remote interviews

Fluency in Russian (or use of interpreters) will be required for key remote interviews in the Central Asia and Eastern Europe regions.

Fluency in Arabic (or use of interpreters) will be required for key remote interviews in the Arab region.

The core evaluation team is to be drawn mostly from the profiles and from the approved experts included in the respective Long-Term Agreement with UNFPA and is expected to be composed of three to four members: A team leader and senior evaluator with experience leading complex evaluations; a senior/ or two senior thematic experts on population dynamics and data including on ageing, low fertility and the demographic dividend areas; a medium level gender responsive evaluation expert.

A junior evaluation assistant will provide administrative support to the work of the team.

²¹ See: <http://www.unevaluation.org/document/guidance-documents>

ANNEX II Reconstructed Theory of Change

Explanation of the reconstructed theory of change

The theory of change conceptualises the linkages from the articulation across the different Strategic Plans of the criticality of population dynamics and data support, to the goal, which links to ICPD across all the Strategic Plans.

To arrive at this goal, the evaluation team started with a situation statement (problem statement) at the bottom of the theory of change, as articulated within successive Strategic Plans.

Above the situation statement, are the internal and external conditions required as the basis for effective interventions and above this, the theory of change references four key cross-cutting strategies which are referenced across successive Strategic Plans as either programme strategies or accelerators:

1. Human rights- based and gender transformative approaches
2. Innovation and digitalisation
3. Partnerships and South-South and triangular cooperation, and financing
4. Leaving no one behind and reaching the furthest behind first.

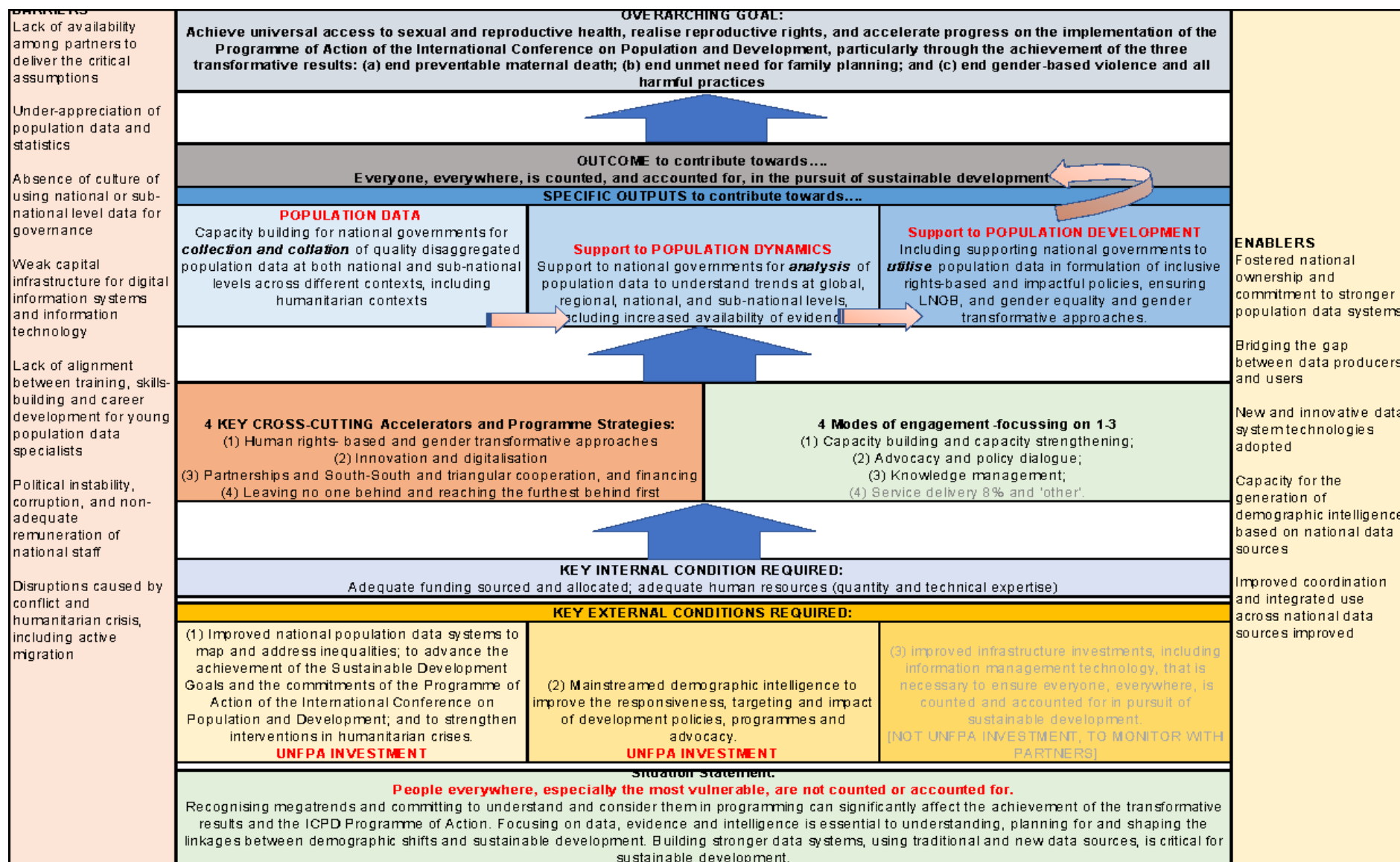
These four programme strategies and accelerators have guided the evaluation in terms of ensuring that they are all covered within various evaluation questions (see Figure 4 below for the short evaluation matrix). Alongside this, are the modes of engagement, highlighting those three modes (capacity development, advocacy and policy dialogue, and knowledge management) most often used for population dynamics and data support, according to the financial breakdown.

Above the programme strategies and modes of engagement, we have identified three core specific outputs, which link together, being:

- **POPULATION DATA** (collection and collation). Support to national governments for *collection and collation* of quality disaggregated population data.
- **POPULATION DYNAMICS** (analysis of population data). Support to national governments for *analysis* of population data to understand trends.
- **POPULATION AND DEVELOPMENT** (utilisation of population data and analysis). Support to national governments to *utilise* population data in formulation of inclusive impactful policies, strategies and programmes ensuring HRBA, LNOB, and gender equality and gender transformative approaches.
- Above these outputs, and directly below the goal, is the outcome, articulated as Outcome 4 ('everyone, everywhere, is counted, and accounted for, in the pursuit of sustainable development') across Strategic Plans 2014-2017 and 2018-2021. This is no longer an outcome in the 2022-2025 Strategic Plan, which has repositioned the three transformative results as outcomes and population change and data as one of the six identified core output areas.

Down each side of the ToC are a list of common barriers and enablers, identified across the successive three Strategic Plans of 2014-2017; 2018-2021; and 2022-2025.

Reconstructed Theory of Change



ANNEX III Full Evaluation Matrix

AOIs, EQs and Assumptions	Linkages to Reconstruct ed Theory of Change	Indicators	Sources of information
<p>EQ1. RELEVANCE</p> <p>To what extent has UNFPA support to population dynamics and data been relevant and timely across different contexts and to the changing needs at sub-national, national, regional, and global level?</p> <p>1.1 POPULATION DATA: UNFPA has provided relevant and timely support to generation of quality, disaggregated population data across different contexts.</p> <p>1.2 POPULATION DYNAMICS: UNFPA has provided targeted and timely support to analysis of population trends / population dynamics, including in relation to low fertility and ageing, demographic dividend and demographic resilience across different contexts.</p> <p>1.3 POPULATION AND DEVELOPMENT: UNFPA has provided relevant and timely support to the use of population data and trend-analysis for critical population and development issues, including in relation to low fertility and ageing, demographic dividend and demographic resilience across different contexts.</p>	<p>Situation statement; barriers and enablers; Key external conditions</p>	<ul style="list-style-type: none"> • Evidence of country contextuality to inform specific support to data, dynamics / trends, and development needs; • Evidence of specific support at sub-national level for quality population data and analysis of population trends; • Evidence of adaptation to support based on changing national contexts, development settings; • Evidence of adapted support for data, dynamics / trends at regional and global levels. 	<p>KIIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, reports, evaluations, assessments;</p> <p>Online Survey.</p> <p>Social Media Scan.</p> <p>PARTICULARLY:</p> <p><i>3 Country Case Studies</i></p> <p><i>3 Thematic Papers</i></p>
<p>EQ2. RELEVANCE (cross-cutting issues and mega-trends)</p> <p>To what extent has UNFPA integrated cross-cutting issues: particularly gender, human rights, disability, LNOB and emerging megatrends, within population dynamics and data programming and support?</p> <p>2.1 UNFPA has supported and integrated a rights-based approach to population dynamics and data.</p> <p>2.2 UNFPA has clearly and visibly supported and integrated gender within population dynamics and data.</p>	<p>Barriers and enablers, Programme strategies</p>	<ul style="list-style-type: none"> • Evidence of UNFPA support to PD and data being grounded in a practical HRBA – practical examples of how this has worked; • Evidence of UNFPA support to PD and data having a clear and visible gender-lens – practical examples of how this has worked; • Evidence of UNFPA support to PD and data emphasising the LNOB and reaching the furthest behind first agenda – practical examples of how this has worked; 	<p>KIIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments, country and regional frameworks for adolescents and youth;</p> <p>Online Survey.</p>

<p>2.3 UNFPA has supported and integrated broader inclusion recognising contextual issues of marginalisation and vulnerability such as disability within population dynamics and data, promoting the LNOB agenda.</p> <p>2.4 UNFPA has supported the inclusion of emerging megatrends such as migration and displacement analysis and climate change analysis within population dynamics and data.</p> <p>2.5 UNFPA has supported increased digitalisation of population data and dynamics.</p>		<ul style="list-style-type: none"> • Evidence of UNFPA support to PD and data referencing migration; • Evidence of UNFPA support to PD and data referencing climate change. • Evidence of UNFPA support to increasing digitalisation and modernisation of data systems – practical examples of how this has worked; 	<p>PARTICULARLY:</p> <p><i>3 Country Case Studies</i></p> <p><i>3 Regional Case Studies</i></p> <p><i>2 Thematic Papers</i></p>
<p>EQ3. EFFECTIVENESS – Internal Coherence</p> <p>To what extent has UNFPA ensured that the support to and use of population dynamics and data links with other UNFPA mandate areas for the achievement of three transformative results?</p> <p>3.1 UNFPA has ensured linkages with SRHR and supported the use of population dynamics and data for increased effectiveness of SRHR programming.</p> <p>3.2 UNFPA has ensured linkages with gender equality and women’s empowerment and supported the use of population dynamics and data for increased effectiveness of gender equality, GBV, and harmful practices programming.</p> <p>3.3 UNFPA has ensured linkages with adolescents and youth and supported the use of population dynamics and data for increased effectiveness of adolescents and youth programming.</p>	Outcome / Outputs	<ul style="list-style-type: none"> • Evidence of use of UNFPA PD and data expertise in SRHR programming; • Evidence of use of UNFPA PD and data expertise in GBV programming; • Evidence of use of UNFPA PD and data expertise in Adolescents and Youth programming; 	<p>KIIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments;</p> <p>Social Media Scan.</p> <p>PARTICULARLY:</p> <p><i>3 Country Case Studies</i></p> <p><i>3 Regional Case Studies</i></p>
<p>EQ4. EFFECTIVENESS</p> <p>To what extent has UNFPA contributed to strengthening national and sub-national data systems across different modes of engagement?</p> <p>4.1 UNFPA has effectively supported collection of quality disaggregated population data through capacity building, advocacy and policy dialogue, knowledge management, and service delivery.</p>	Outcome / Outputs / Modes of Engagement	<ul style="list-style-type: none"> • Evidence of effectiveness of support / good examples of results of UNFPA work on population data for collecting and collating quality and disaggregated demographic data across capacity building / strengthening, policy dialogue and advocacy, knowledge management, and other modes of engagement where relevant; • Financial analysis of funding contribution to population data across different modes of engagement; 	<p>KIIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments;</p> <p>Social Media Scan.</p> <p>PARTICULARLY:</p> <p><i>3 Country Case Studies</i></p>

<p>4.2 UNFPA has effectively supported analysis of population dynamics / trends through capacity building, advocacy and policy dialogue, knowledge management, and service delivery.</p> <p>4.3 UNFPA has effectively supported use of population data and integration of population dynamics for evidence-based development purposes through capacity building, advocacy and policy dialogue, knowledge management, and service delivery.</p>		<ul style="list-style-type: none"> • Evidence of effectiveness of support / good examples of results of UNFPA work on population dynamics for using demographic data to understand trends across capacity building / strengthening, policy dialogue and advocacy, knowledge management, and other modes of engagement where relevant; • Financial analysis of funding contribution to population dynamics across different modes of engagement; • Evidence of effectiveness of support / good examples of results of UNFPA work on population dynamics for informing rights-based and inclusive social and public policies across capacity building / strengthening, policy dialogue and advocacy, knowledge management, and other modes of engagement where relevant; • Financial analysis of funding contribution to population and development across different modes of engagement; 	<p><i>2 Thematic Papers</i></p>
<p>EQ5: EFFECTIVENESS and SUSTAINABILITY</p> <p>To what extent has UNFPA support been successful in strategically positioning and mainstreaming population dynamics, including demographic resilience and demographic dividend within development policies and programmes?</p> <p>5.1 UNFPA has supported the integration of population dynamics, demographic resilience, and demographic dividends in national policies and frameworks.</p> <p>5.2 UNFPA has supported the integration of population dynamics, demographic resilience and demographic dividends in regional and global policies and frameworks.</p> <p>5.3 UNFPA has supported the integration and provided evidence-based analysis on population dynamics, demographic resilience, and</p>	<p>Outcome and Overarching Goal</p>	<ul style="list-style-type: none"> • Evidence of reference to population dynamics, demographic resilience, and demographic dividends in national policies and frameworks; • Evidence of <i>increasing</i> reference to demographic issues in national policies and frameworks, 2014-2020; • Evidence of reference to population dynamics, demographic resilience, and demographic dividends in regional and global frameworks; • Evidence of <i>increasing</i> reference to demographic issues in regional and global frameworks, 2014-2020; • Evidence of reference to population dynamics, demographic resilience, and demographic dividends in UN-wide planning processes such as CCAs; 	<p>KIIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments, country and regional frameworks for adolescents and youth;</p> <p>PARTICULARLY:</p> <p><i>3 Country Case Studies</i></p> <p><i>3 Regional Case Studies</i></p> <p><i>2 Thematic Papers</i></p>

demographic dividends in UN-wide planning processes such as the CCAs, UNSDCFs and CPDs.		<ul style="list-style-type: none"> Evidence of <i>increasing</i> reference to demographic issues in UN-wide planning processes such as CCAs, 2014-2020; 	
<p>EQ6. EFFECTIVENESS – HUMANITARIAN</p> <p>To what extent has UNFPA successfully collected, collated, and disseminated population data within humanitarian contexts?</p> <p>6.1 UNFPA has effectively utilised population dynamics and data expertise within humanitarian and fragile contexts for the provision of population data sets for planning purposes across national and UN-wide humanitarian response.</p> <p>6.2 UNFPA has effectively coordinated with other humanitarian data actors such as OCHA for ensuring complementarity between population data within humanitarian contexts and humanitarian data.</p>	Situation statement, barriers, key external conditions	<ul style="list-style-type: none"> Evidence of UNFPA use of population data and data expertise adapted to humanitarian settings. Evidence of coordinated approach across humanitarian actors with regard to clear mandates and non-duplication of humanitarian data and population data within humanitarian settings (particularly, UNFPA, OCHA, and UNHCR); Evidence of coordination mechanisms between data actors in humanitarian settings (particularly, UNFPA, OCHA, and UNHCR). 	<p>KIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments;</p> <p>Social Media Scan. PARTICULARLY: <i>3 Country Case Studies</i> <i>3 Regional Case Studies</i></p>
<p>EQ7. COORDINATION (and partnerships)</p> <p>To what extent has UNFPA leveraged partnerships to further the effective role of population dynamics and data for monitoring SDGs, shifting from funding to financing, and tracking progress on the three transformative results and the ICPD PoA?</p> <p>7.1 UNFPA has leveraged partnerships with traditional partners for effective population dynamics and data interventions.</p> <p>7.2 UNFPA has leveraged innovative partnerships with new partners employing different modalities (such as SSTC) for effective population dynamics and data interventions.</p> <p>7.3 In line with the focus of the 2022-2025 Strategic Plan, UNFPA has started to consider how to shift from the funding of UNFPA interventions to the financing of transformative change in national policies and programmes, through catalysing and leveraging partnerships.</p>	Barriers, Accelerators / Programme strategies	<ul style="list-style-type: none"> Partnership agreements with other actors – formalised or informal. 	<p>KIs at global, regional, and country levels – internal and external stakeholders;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments;</p> <p>Social Media Scan. PARTICULARLY: <i>3 Country Case Studies</i> <i>3 Regional Case Studies</i></p>

<p>EQ8. EFFICIENCY</p> <p>To what extent has UNFPA's human and financial resources supported the ambition and priorities set out in the Strategic Plan(s) in relation to population change and data?</p> <p>8.1 UNFPA have the required in-house technical expertise at global, regional and country level to provide thought leadership and expertise on population dynamics and data, including use of geospatial analysis and georeferenced data.</p> <p>8.2 UNFPA investment in modernised internal data systems has increased accessibility and efficiencies.</p> <p>8.3 UNFPA has ensured adequate financial resources for achieving the outcome as articulated in successive SPs.</p> <p>8.4 UNFPA has ensured innovation and digitalisation to further population and development based on identified population trends.</p> <p>To what extent has UNFPA's human and financial resources supported the ambition and priorities set out in the Strategic Plan(s) in relation to population change and data?</p>	<p>Barriers, key internal conditions</p>	<ul style="list-style-type: none"> • % global / regional / country level funding allocated to PD and data interventions; • % of financial resources via different sources; • Satisfaction levels among UNFPA implementers with flexibility and utility of funding from different sources. • # / type of key staff positions; 	<p>KIIs at global, regional, and country: internal stakeholders only;</p> <p>Documentation including: UNFPA global strategic documents, regional strategies, CPDs, reports, evaluations, assessments;</p> <p>Online Survey.</p> <p><i>PARTICULARLY:</i></p> <p><i>3 Country Case Studies</i></p> <p><i>3 Regional Case Studies</i></p>
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ANNEX IV Anticipated and actual limitations and mitigation measures

Anticipated Limitation	Anticipated Mitigation Measure	Actual Limitation and Mitigation
<p>Extracting sufficient data from only three country case studies and three regional case studies to make credible conclusions for UNFPA at the synthesis level</p> <p>As revealed by the meta-analysis of 55 country evaluations, there is a varied approach to PD and data across countries and there is a potential risk that three country case studies and three regional case studies will not provide data that can sufficiently be extrapolated to make credible findings and conclusions for UNFPA at synthesis level.</p>	<p>The evaluation team has tried to mitigate against this in multiple ways:</p> <ul style="list-style-type: none"> • The sampling strategy for selection of country case studies is purposeful and designed to study a diverse range of country contexts • The three regional case studies will give a broader regional perspective • Global-level data and the online survey will give an even broader perspective. <p>In the synthesis report the evaluation team will be very specific about triangulation of data and that which can be considered more universal for UNFPA against that which might well be more country or regional specific.</p>	<p>This did not prove to be a limitation. Firstly, the regional case studies include a rich array of evidence and data from different countries within those regions, and as the evaluation included 3 regional case studies out of a total of 6 regions for UNFPA this allowed for a breadth of data beyond simply '6' case studies.</p> <p>Further, the country case studies also include a 'zooming out' to the regional level.</p> <p>The global and additional regional data collection was strong and in-depth. In addition, the evaluation has complimented some findings by additional broad data collection: for example, the finding under EQ7 on UNFPA contribution to common country planning processes such as common country analyses (CCAs) has included a scanning of multiple CCAs across different countries as additional data to support the finding. Additionally, the evaluation has referenced a number of other centralised evaluations.</p> <p>Finally, the survey had 122 respondents across all regions and HQ and this has been used to validate, confirm, and nuance findings.</p>
<p>Potential limitation of collecting data from the beginning period of the evaluation.</p> <p>The evaluation recognises that 2014-2022 is a long time period for review, and there is likely to be less data and evidence for the earlier years of this time period. This temporal scope is relevant because (a) it covers the entirety of the two previous strategic plans, 2014-2017; and 2018-2021; and (b) the last population and housing evaluation was conducted in 2014.</p>	<p>The evaluation is focused on learning and expects to have less key informant evidence for early years and will rely on financial analysis and data and evidence from global and country evaluation and annual reports to build a picture of evolution of population dynamics and data within UNFPA. This will be with a view to focusing on where UNFPA has come from with regard to population dynamics; where UNFPA is right now; and what this means for the future.</p>	<p>This did not prove to be a limitation. Indeed, the timeline was beneficial as many respondents to this evaluation – both internal to UNFPA and external – see a clear narrative and evolution from 2014 onwards. This evolution is woven through findings as a theme and emerges strongly in specific EQs, such as EQ1 (relevance) and EQ8, which includes a financial analysis from 2014.</p> <p>Many respondents have a clear overview of UNFPA work on P&D since 2014 and even before – as evidenced by the survey respondents, of whom 64% have been working on P&D since pre-2014.</p> <p>The evaluation has adhered to its formative nature by focussing practical examples (such as within effectiveness questions EQ4 and EQ5) on recent work, allowing the findings to form the basis for conclusions and recommendations that are entirely formative and forward-looking.</p>
<p>COVID-19 potential disruption</p> <p>The overall approach to this evaluation does not include travel of the core evaluation team, and the use of national and regional consultants is a deliberate</p>	<p>The guiding principles vis à vis COVID-19 within this evaluation are Do No Harm and that safety is paramount. No data collection method will be undertaken if it heightens the risk of COVID-19 to national or regional consultants, or interviewees. No</p>	<p>No actual limitations.</p> <p>There was no international travel by the core team or FGDs for this evaluation. Regional consultants did not travel within the region and country-level consultants were able to move freely around the cities where they were located for any necessary face-to-face interviews.</p>

and purposeful strategy rather than a COVID-19 response (see section below on national consultants). Therefore, there is no international travel to be disrupted. However, national and regional consultants may still be required to travel within the country and regionally and this might be disrupted if there are new COVID-19 variants and resultant lockdown measures.	data collection method will be undertaken if it undermines national-level or locality-level measures to contain the spread of the virus. Therefore, if there is a COVID-19 issue in any country or region, the team will refocus all interviews to be remote only and will expand the document review in that country to make-up for the expected less rich key informant data.	The planned New York analysis meeting in October 2022 went ahead and was not disrupted by COVID-19.
Possible disruption in EECA region due to Russia Ukraine situation. There is a possibility that EECA countries, EECARO, and EECA-based respondents at the regional and global level might be busy with the war in Ukraine and therefore not be able to participate in this evaluation.	If this is the case, the evaluation team will find other ways to collect data, having significant experience conducting evaluations in complex humanitarian settings.	The current Ukraine-Russia situation did mean that there were some stakeholders who were unable / unwilling to participate in the evaluation due to political sensitivities. The evaluation team mitigated this by having a very broad document review, with other evaluation team members (additional to the core team member allocated to EECARO) also engaging with this to ensure sufficient data for the case study.
Unavailability of key stakeholders due to remote locations, areas of insecurity, or limited access to the internet; or limited time availability or interest in the evaluation	The team will have a systematic methodology for reaching out to country, regional, and global level stakeholders and an increased timeline to ensure contact with critical stakeholders is maximised. However, the evaluation team will need the support of COs, ROs, HQ and the Evaluation Office to ensure that key stakeholders are available. The team will have frequent communication with the UNFPA Evaluation Office and will make clear requests for support where and if needed to help clear bottlenecks.	This proved problematic at all levels. At the country level, there was some mitigation of unavailability of stakeholders through the use of national consultants who were able to follow-up and meet people in person, where there were challenges to engage remotely. The challenges with reaching all stakeholders highlighted the importance of having engaged focal points within the UNFPA country and regional offices, and ensuring that those focal points had the capacity and the authority to dedicate time to ensuring the success of the evaluation. The evaluation highlighted during the inception phase a maximum and minimum number of key informant interviews for country and regional case studies (25-30 for country case studies and 15-20 for regional case studies). The evaluation achieved: APRO – 19; ASRO – 19; EECARO – 29; Mexico – 26; Nigeria – 28; Uganda – 34. At the global level, there were significant challenges obtaining responses from a large number of identified key informants. Mitigation measures included: (1) having a long timeframe for the data collection (May to September) and starting early contacting all those identified on the list, and ensuring regular follow-ups; (2) being as flexible as possible, allowing for meetings in the timezones of the respondents; (3) working closely with the Evaluation Office (EO) to both follow-up where necessary, and to

		<p>continually rationalise the list of stakeholders, agreeing who was critical to speak to, and who, after multiple follow-ups and no response, could be deleted from the list.</p> <p>Country level, mitigation was use of national consultants</p>
<p>Specific issues with regard to population data in humanitarian contexts.</p> <p>There are some specific challenges with regard to evaluating population data and dynamics within humanitarian contexts, including the fact that impact of programming is difficult to gauge in emergency settings. Further, there are challenges with regard to evaluating the use of Common Operational Datasets (CODs) as the notion of humanitarian data is broad / vague and not well-defined across actors in terms of scope.</p>	<p>The team will work closely with the UNFPA Humanitarian Data Advisor during the reporting phase of the evaluation to ensure that the data collected and analysed can be translated into useful conclusions and recommendations with regard to humanitarian work.</p>	<p>The evaluation involved a number of interviews with humanitarian actors and two interviews with UNFPA HO staff to ensure a very clear understanding of the HO perspective on humanitarian data which is clearly highlighted in findings under EQ6.</p>
<p>Unanticipated challenge 1: Challenges with recruited national and regional consultants.</p>		<p>The evaluation team encountered some challenges with the recruited national and regional consultants. It was difficult to find consultants with both population and development and evaluation expertise. Out of the six case studies, one consultant was problematic from the beginning. For all the others, the data collection and analysis was well executed, but the case study writing was not of sufficient quality and it defaulted to team members to complete.</p>
<p>Unanticipated challenge 2: Challenges with respondents understanding or adhering to the scope of this evaluation.</p>		<p>There was an overall challenge with stakeholders not necessarily understanding the scope of this evaluation, and – particularly for EQ4 to EQ6 – providing examples of effectiveness that were programmatically SRHR or GBV examples, rather than population data, population dynamics, or population development examples of effectiveness. This issue was discussed in detail during the analysis meeting within the core team, and there was clarity within the team as to what constitutes effectiveness examples within the scope of this evaluation: however the overall issue of lack of clear definitions is also highlighted within specific findings in the below Section 3.</p>

ANNEX V Full Overview of CCA Scan

Year	Country	References to demographic trends	Attribution to UNFPA
<i>Countries are colour-coded according to acknowledged attribution of UNFPA to PD analysis within the CCC</i>			
2022	Occupied Palestine Territories	Demographic dynamics Demographic trends Demographic stress Lot on multidimensional vulnerabilities by geography and demographic group	References: UNFPA. 2017. Youth in Palestine, Policy and Programme Recommendations to address demographic risks and opportunities. UNFPA. 2019. Violence Against the Elderly: Palestine. UNFPA. 2021. Country profile: The rights and wellbeing of older persons in the State of Palestine. UNFPA. 2021.
	Dominican Republic	Demographic dividend until 2045 Demographic trends – sex disaggregation Ageing: increasing number of people 65+, longevity and changes in the epidemiological patterns Lower fertility rates	Only one reference to UNFPA related to the main results of the 2917 National Immigration Survey: UNFPA. (2018). Infografía: Principales Datos de la ENI-2017. Santo Domingo.
2021	Zambia	Demographic shift Demographic and epidemiological transition Demographic dividend	Little reference to how UNFPA contributed to PD analysis (lot of reference for UNFPA and adolescent pregnancy)
	Honduras	Demographic bonus – missing strategies to take advantage Ageing (not reflected accurately in statistics)	Only one reference to UNFPA which that related to adolescent pregnancy (and webpage not found): https://honduras.unfpa.org/sites/default/files/pub-pdf/UNFPA%20AN%C3%81LISIS%20DE%20SITUACI%C3%93N
2020	Pacific Islands	Demographic shifts as a driver Demographic dynamics – need to understand “increasing demographic tilt	References: UNFPA, IIED and El Colegio de Mexico (2013). The Demography of Adaptation to Climate Change. UNFPA (2014). Population and Development Profiles: Pacific Island Countries (April 2014)

		towards youth in the Pacific” Urban transition is inseparable from the demographic transition Demographic dividend	
	Cameroon	Demographic dividend Demographic trends Demographic growth	No reference to how UNFPA contributed
	Uganda	Demographic dividend	References UNFPA to study on challenges of older people
	Bosnia and Herzegovina	Demographic decline, deepening demographic situation, different demographic future Demographic change, scale and speed	No references to UNFPA contribution to PD analysis
2019	Uzbekistan	Demographic window, and ineffective use of the demographic window Demographic and ageing trends Demographic potential Demographic changes, and demographic trends	References UNFPA only for non-PD information
	Colombia	Demographic changes and trends – weak policy implementation End of the demographic bonus Analysis of trends among most vulnerable young population. Venezuelan migration UNFPA not mentioned.	UNFPA not mentioned

2018	Bhutan	Demographic trends Demographic dividend window until 2040 Rapid demographic transition	References UNFPA PSA 2017
	Liberia	Demographic statistics UN comparative advantage. - demographic dividend and high youth unemployment as a Government Development Challenge	Only references UNFPA for an education sector analysis 2016.
	Libya	Youth bulge, demographic opportunity (no reference to demographic dividend)	References only UNFPA HH needs assessment surveys
2017	India	Demographic advantage Demographic window of opportunity (at state level – window open, window now closing, window closed) / stages of demographic transition	References UNFPA as the source of demographic transition state-level calculations
	Jordan	Demographic dividend Demographic window of opportunity	References UNFPA for national youth survey and maternal mortality statistics, not PD
2016	Eritrea	Demographic reality – large diaspora Demographic consequence – bulk of migrants are young men	No references to UNFPA
	Pakistan	Demographic transition Demographic disadvantages (3) Demographic dividend	References UNFPA PSA

	Nigeria	Demographic dividend Demographic pressures	Only references UNFPA for trends in maternal mortality and cost-benefit of contraceptive use
2015	Viet Nam	Demographic bonus Demographic growth	References: ILO-UNFPA Policy Brief, Social Pension on Income security on older persons, August 2014. UNFPA, The Imbalanced Sex Ratio at Birth in Viet Nam: Connecting Research and Policy for Change (Policy Brief),2014, UNFPA, Son Preference in Viet Nam: Ancient Desires, Advancing Technologies, Ha Noi,2011. UNFPA, The Aging Population in Viet Nam: Current status, prognosis, and possible policy responses, 2011. UNFPA, The Ministry of Planning and Investment & Development Strategy Institute, Impact of Population Age-Structure Changes of Economic Growth in Vietnam and Policy Recommendations, 2015.
	Gambia	Demographic trend – high fertility, low life expectancy Demographic change	No PD references to UNFPA

ANNEX VI List of Key Informants

GLOBAL

	Name	Position	Institution	M/F	Country
1	Hilina Wassihun	Health, Nutrition and Population Specialist	African Union Commission	F	Ethiopia
2	Natalia Baal	Head of the Secretariat for the Expert Group on Refugee, IDP and Statelessness Statistics (EGRIS)	EGRIS	F	Denmark
3	Florence Vojak	Demography Advisor	FCDO	F	UK
4	Ian Coady	Geospatial Advisor within Demographic and Development Team	FCDO	M	UK
5	Philip Cockerill	Statistics Adviser, Data for Development	FCDO	M	UK
6	Carsten Thieleany	Deputy Head of Division 300 (Supraregional Issues Near and Middle East, Africa, Latin America and the Caribbean)	Foreign Ministry	M	Germany
7	Lea Gernemann	Advisor, Sector Initiative Population Dynamics, Sexual and Reproductive Health and Rights	GIZ	F	Germany
8	Sabrina Gabel	Advisor, Sector Initiative Population Dynamics, Sexual and Reproductive Health and Rights	GIZ	F	Germany
9	Montasser Kamal	Program Lead, Maternal, New-born Child Health	International Development Research Centre, Canada	M	Canada
10	Tom Le Grand	Former President	IUSSP	M	Canada
11	Shaïda Badiee	Executive Director	Open Data Watch	F	USA
12	Stuart Campo	Team Lead, Data Responsibility, OCHA Centre for Humanitarian data	OCHA		Switzerland
13	Jeff Jordan	CEO, Population Reference Bureau	PRB	M	USA
14	Patrick Gerland	Chief, Estimates and Projection Section	UN Population Division	M	USA
15	Angela Baschieri	Population Dynamics Policy Advisor	UNFPA ESARO	F	South Africa
16	Alexandra Robinson	GBV Adviser, Gender Human Rights Branch, Technical Division	UNFPA	F	USA
17	Diene Keita	Deputy Executive Director (Programme)	UNFPA	F	USA

18	Arthur Erken	Director, Policy and Strategy Division	UNFPA	M	USA
19	Julitta Onabanjo	Director, Technical Division	UNFPA	M	USA
20	Ian McFarlane	Director, DCS	UNFPA	M	USA
21	Samuel Chortiz	Chief, Executive Board Branch	UNFPA	M	USA
22	Argentina Matavel	Regional Director, WCARO	UNFPA	F	Senegal
23	Barbara Laurenceau	Representative, Benin	UNFPA	F	Benin
24	Chinwe Ogbonna	Deputy Regional Director, ESARO	UNFPA ESARO	F	South Africa
25	Edouard Talnan	Technical Adviser, Policy and Data, Regional Office - WCARO	UNFPA	M	Senegal
26	Elizabeth Springer	Programme Specialist, LACRO	UNFPA	F	Panama
27	Francoise Ghorayeb	Humanitarian Data Adviser	UNFPA	M	Switzerland
28	Fredrick Okwayo	Regional Advisor for P&D, ESARO	UNFPA	M	South Africa
29	Jackeline Romio	Programme Specialist, LACRO	UNFPA	F	Panama
30	Leyla Sharafi	Senior Gender Advisor	UNFPA	F	USA
31	Massimo Diani	Deputy Director, HO	UNFPA	M	Switzerland
32	Eiko Narita	Chief, Tokyo Representation Office			
33	Mengjia Liang	Technical Specialist, SDG Data and Research	UNFPA	F	USA
34	Michael Hermann	Senior Adviser, Economics and Demography, Technical Division	UNFPA	M	Turkey
35	Rachel Snow	Branch Chief of Population and Development	UNFPA	F	USA
36	Reginald Chima	Regional Advisor for M&E, ESARO	UNFPA	M	South Africa
37	Romesh Silva	Senior Technical Specialist	UNFPA	M	USA
38	Sabrina Juran	Regional Technical Advisor, Population and Development, Regional Office - LACRO	UNFPA LACRO	F	Panama
39	Soyoltuya Bayaraa	Youth and Demographic Dividend Coordination Adviser, Technical Division	UNFPA	F	USA
40	Tapiwa Jhamba	Technical Advisor	UNFPA	M	USA
41	Tharanga Godallage,	Results-Based Management Advisor	UNFPA	M	USA
42	Andrew Mason	Professor	University of Hawaii	M	USA

43	Bhaskar Mishra	Child Protection Specialist, civil registration and legal identity	UNICEF	M	USA
44	Cornelius Williams	Director, Child Protection	UNICEF	M	USA
45	Srdjan Mrkić	Chief, Demographic Statistics Section	UN Statistics Division, DESA	M	USA
46	Janet O'Callaghan	Chief, Field Information Services Section	UNOCHA	F	Switzerland
47	Adrian Raftery	Boeing International Professor, Department of Statistics	University of Washington	M	USA
48	Aina Helen Saetre	UNHCR focal point on data section of the MOU with UNFPA	UNHCR Joint Data Center on Forced Displacement	F	Denmark
49	Cheryl Sawyer	Senior Population Affairs Officer	UN Population Division	F	USA
50	Enrico Bisogno	Chief of Data Development Dissemination Unit	UN Population Division	M	USA
51	Philip Setel	Vice President, Civil Registration and Vital Statistics	Vital Strategies	M	USA
52	Steve Mac Feely	Director, data and Analytics	WHO	M	Switzerland
53	Maletela Tuoane-Nkhasi	Senior Health Specialist, Global Financing Facility	World Bank Group	F	USA
54	Felix Schmeling	Senior Statistician	World Bank – UNHCR Joint Data Center on Forced Displacement	M	Switzerland
55	April Lee	Healthy Ageing (DSI), Data, Strategy and Innovation Group	WPRO/WHO	F	Thailand

APRO

	Name	Position	Institution	M/F	Location (Country)
1.	Aris Ananta	Former President	Asian Population Association	M	Indonesia
2.	Gavin Jones	Emeritus Professor	Australian National University	M	Australia
3.	Reiko Hayashi	President	Asian Population Association	F	Japan
4.	Thirahka Chanthalanouvong	Director General, Department of Social Statistics, Lao Statistics Bureau,	Lao Statistics Bureau	F	Vientiane
5.	Babatunde Ahonsi	UN Resident Coordinator in Sierra Leone	UN	M	Sierra Leone
6.	Jan Smit	Regional advisor on SDG statistics	UN ESCAP	M	Thailand
7.	Sabine Henning	Chief, Demographic Sustainable Transition	UN ESCAP	F	Thailand

		Section, Social Development Division of UNESCAP			
8,	Bjorn Andersson	Regional Director APRO	UNFPA	M	Thailand
9.	Catherine Kamkong	Technical Advisor on SRH/MCH	UNFPA	F	Thailand
10.	Christophe Lefranc	Technical Adviser on Population and Development (Census and Data)	UNFPA	M	Thailand
11.	Davide Debeni	Technical advisor on health economics, APRO	UNFPA	M	Thailand
12.	Naomi Kitahara	Representative, UNFPA Viet Nam	UNFPA	F	Viet Nam
13.	Nicholas McTurk	Census coordinator, UNFPA Nepal (formerly UNFPA Timor Leste and UNFPA APRO)	UNFPA	M	Nepal
14.	Sujata Tuladhar	Technical Advisor on GBV, APRO	UNFPA	F	Thailand
15.	Wassana Im-Em	Technical Specialist on Population & Development	UNNFP	F	Thailand
16.	Annette Sachs Robertson	Regional Director, UNFPA APRO	UNFPA	F	Thailand
17.	Rintaro Mori	Regional advisor on Population Ageing and Sustainable Development	UNFPA	M	Thailand
18.	Jayachandran Vasudevan	Statistics and Monitoring Specialist	UNICEF EAPRO	M	Thailand
19.	Oliver Fischer	Center Chief, International Programs Center	US Census Bureau	M	USA

ASRO

	Name	Position	Organisation	M/F	Location (Country)
1.	Ismail Lubbad	Population Dynamics Advisor	American University of Beirut	M	Lebanon
2.	Hadi Saidi	Director General	Arab Institute for Training and Research in Statistics	M	Jordan
3.	Elke Mayrhofer	Humanitarian Advisor	ASRO	F	Egypt
4.	Hala Youssef	SRH Advisor (formerly PD&D Advisor)	ASRO	F	Egypt
5.	Hanan Rabbani	Gender and Human Rights Advisor	ASRO	F	Egypt
6.	Luay Shabanneh	Regional Director	ASRO	M	Egypt

7.	Haidar Fraihat	Leader of the Statistics, Information Society and Technology Cluster	ESCWA	M	Lebanon
8.	Sara Salman	Population Affairs Officer	ESCWA	M	Lebanon
9.	Lina Khoura	Consultant	HelpAge	F	Jordan
10.	Mustapha Kemayel	Advocacy, Partnership, Development and Governance	International Planned Parenthood Federation (IPPF)	M	Tunisia
11.	Chouaa El Desouky	Director, Population Policies Department	League of Arab States	F	Egypt
12.	Martine Negm	Instructor of Public Health Practice	Center for Public Health Practice - CPHP Faculty of Health Sciences - FHS American University of Beirut - AUB	F	Lebanon
13.	Hoda Rashad	Director	Social Research Centre, University of Cairo	F	Egypt
14.	Zainab Khader	PHD Student	Social Research Centre, University of Cairo	F	Egypt
15.	Dawlat Farouk Shaarawy	Programme Officer	UNFPA Egypt	M	Egypt
16.	Issam Taha	Programme Specialist	UNFPA Iraq	M	Iraq
17.	Abdel-Ilah Yaakoubd	Assistant Representative	UNFPA Morocco	M	Morocco
18.	Felix Mulama	Programme Officer (Demography)	UNFPA Somalia	M	Kenya
19.	Mariam Alwi	Head of Population Dynamics and Data	UNFPA Somalia	F	Kenya

EECARO

	Name	Position	Insitution	M/F	Location (Country)
1.	Marta Diavolova	Coordinator	Demographic Resilience Programme	F	Turkey
2.	Irina Zbarskaya	Head of Department	Department of Social and Demographic Statistics, Interstate Statistical Committee of the CIS	F	Russia
3.	Ekaterina Aksenova	Head of Division	Division of International Statistical Projects, Department for International Statistics, Federal State Statistics Service (Rosstat)	F	Russia

4.	Olga Remenets	Head of Division	Division of Population and Labour Statistics, Interstate Stat Committee of the CIS	F	Russia
5.	Neil Datta	Executive	European Parliamentary Forum on Sexual and Reproductive Rights	M	Belgium
6.	Silvana Fumega	Director	Global Data Barometer	F	Argentina
7.	Sergey Ryazantsev	Director of Institute	Institute for Demographic Research of the Federal Center of Theoretical and Applied Sociology of the Russian Academy of Sciences	M	Russia
8.	Banu Ergocmen	Director of Institute	Institute of Population Studies, Hacettepe University	F	Türkiye
9.	Anne Gauthier	Senior Researcher	Netherlands Interdisciplinary Demographic Institute (NIDI)	F	Netherlands
10.	Andrea Edel	Executive Secretary	Population Europe	M	Germany
11.	Daniela Vono de Vilhena	Scientific Coordinator	Population Europe	F	Germany
12.	Aliona Cristei	Project Officer	Project GGP, UNFPA CO Moldova	F	Moldova
13.	Fiona Willis-Nunez	Statistician Section for Social and Demographic Statistics	UNECE	F	Switzerland
14.	Andres Vikat	Chief of Section for Social and Demographic Statistics	UNECE	M	Switzerland
15.	Elsona Agolli	PD Focal Point	UNFPA CO Albania	F	Albania
16.	Dovran Yamatov	PD Focal Point	UNFPA CO Turkmenistan	M	Turkmenistan
17.	Gabriela Alvarez	Regional Gender Advisor	UNFPA EECARO	F	Turkey
18.	Eduard Jongstra	Regional Population and Development Advisor	UNFPA EECARO	M	Turkey
19.	Giulia Vallese	EECA Deputy Regional Director (interim Regional Director)	UNFPA EECARO	F	Turkey
20.	Hakan Ozkan	Programme Associate	UNFPA EECARO	M	Turkey
21.	Kerem Renda	Programme Assistant	UNFPA EECARO	M	Turkey
22.	Rune Banrupt	Youth Specialist	UNFPA EECARO	M	Turkey

23.	Tamar Khomasuridze	Regional SRH Advisor	UNFPA EECARO	F	Turkey
24.	Amal Abou Rafeh	Programme on Ageing Unit	United Nations Department of Economic and Social Affairs	F	United States
25.	Tara Keck	Researcher	University of London	F	United Kingdom
26.	Tomas Sobotka	Leader	Vienna Institute of Demography Research Group on Comparative European Demography, Austria Academy of Science	M	Austria
27.	Mikhail Denisenko	Director of the Institute	Vishnevski Institute of Demography, Moscow Higher School of Economics	M	Russia
28.	Wolfgang Lutz	Founding Director	Wittgenstein Centre for Demography and Global Human Capital (IIASA, OeAW, University of Vienna)	M	Austria

MEXICO

	Name	Position	Institution	M/F
1.	Rosario Cárdenas	President	Citizen's Advisory Council for Population Policy	F
2.	Silvia Giorguli	President	El Colegio de México	F
3.	Victor Hugo Vidal	Technical Secretary	Estate Population Council (Hidalgo)	M
4.	Eduardo Tellez	Statistics and Analysis Subdirector	Estate Population Council (Hidalgo)	M
5.	Rafael Díaz Hernandez	Director of Sociodemographic Studies	Estate Population Council (Estado de México)	M
6.	Carlos Sanchez	Director of Sociodemographic Analysis	State Population Council (Puebla)	M
7.	Nayeli Yoval	Director of Sectoral and Regional Coordination	Mexican Youth Institute (IMJUVE)	F
8.	Teresa Galicia Saldaña	Director of Labour Inclusion	Ministry of Labor (SLP)	F
9.	Luis Miguel Gutiérrez	General Director	National Institute of Geriatrics (INGER)	M
10.	Leonor Paz Gómez	Director of Conceptual Design of the Population and Housing Census	National Institute of Statistics and Geography	F
11.	Maricruz Muradas	Chief coordinator of and sociodemographic prospective studies	National Population Council (CONAPO)	F
12.	Raúl Romo	Director of Population and Sustainable Regional Development	National Population Council (CONAPO)	M

13.	María Celeste Sugía	Federal Senator, representative of the Afro-Mexican People	Senado	F
14.	Pablo Salazar	Former PD Regional Advisor, actual UNFPA Country Representative in Guatemala	UNFPA Guatemala	M
15.	Cristina Díaz	Independent consultant	N/A	F
16.	Alanna Armitage	Representative	UNFPA México	F
17.	Iván Castellanos	Assistant Representative	UNFPA México	M
18.	Gabriela Rivera	National SRH Officer	UNFPA México	F
19.	Dosia Calderon	National Gender and Human Rights Officer	UNFPA México	F
20.	Diana Carrillo	National Youth Programme Associate	UNFPA México	F
21.	Noé Valdiviezo	National Population and Development Program Associate	UNFPA México	M
22.	Blanca Espinosa	Programme Management Associate	UNFPA México	F
23.	Arie Hoekman	Former Representative	UNFPA México	M
24.	Alfonso Sandoval	Former Assistant Representative at UNFPA	UNFPA México	M
25.	Javier Dominguez del Olmo	Former NPO on SRH / OIC at UNFPA	UNFPA Mexico	M

NIGERIA

	Name	Position	Institution	M/F
1.	Iember Dagih	Director, Planning	Benue State Planning Commission	M
2	Catherine Hughes	Development Officer, Nigeria Programme	Global Affairs Canada	
3.	Mike Mgbekem	Director, International Cooperation	Department of International Donor Cooperation (DIDC), Cross River State	M
4.	Olusegun Fatigun	Assistant Director	FCT Planning Secretariat	M
5.	Lawrence Anyanwu	Director, Family Planning Branch	Federal Ministry of Health	M
6.	Salma Anas-Kolo	Director/Head, Family Health Department	Federal Ministry of Health	F
7.	Olusegun Faniran	Director, Department of National Monitoring and Evaluation	Federal Ministry of Finance, Budget and National Planning	M

8.	Renata Pistone	First Secretary, Development	Global Affairs Canada	F
9.	Nazir Halliru	GRID3 Nigeria Project Coordinator	GRID3 Secretariat	M
10.	Olanrewaju Olaniyan	Director	Health Policy Training and Research Programme	M
11.	Aigbe Israel Eromon	Capacity Building Adviser	John Snow Incorporated	M
12.	Salisu BABA Lawal	Director of International Cooperation	Kaduna State Planning and Budget Commission	M
13.	Woochan Chang	Country Director	KOICA	M
14.	Inuwa Bakare Jalingo	Census Manager	National Population Commission	M
15.	Margaret Edison	Director-General	National Population Commission	F
16.	Mike Imohin	Statistician-General of the Federation	National Bureau of Statistics	M
17.	Oyinlola Olatilewa Oyenuga	Director, Development Partners Coordination	Ogun State Ministry of Budget and Planning	F
18.	Andat Dasogot	Head, Population and Development Unit	UNFPA	M
19.	Babatunde Adelakan	Programme Analyst, Adolescents and Youth/HIV	UNFPA	M
20.	Collins Opiyo	Chief Technical Adviser, Census	UNFPA	M
21.	Esther Laila	GBVIMS Coordinator	UNFPA	F
22.	Eugene Kongnyuy	Country Representative DRC (Former Deputy Representative/OIC)	UNFPA	M
23.	Joachim Chijide	Programme Specialist, FP/RHCS	UNFPA	M
24.	Olanike Adedeji	Technical Specialist RHCS (former FP/RHCS Specialist in Nigeria)	UNFPA	M
25.	Osifo Tellson Ojogun	National Programme Analyst, Data for Development	UNFPA	M
26.	Sabrina Pestilli	Maternal Health Adviser (former)	UNFPA	F
27.	Ulla Elisabeth Mueller	Country Representative	UNFPA	F
28.	Yusuf Bello	National Programme Analyst, M&E, Kaduna Sub-Office	UNFPA	M
29.	Zubaida Abubakar	Programme Specialist, Gender/GBV	UNFPA	F

UGANDA

	Name	Position	Institution	M/F
1.	Sophie Nampewo	Senior Economist	Civil Society Budget Advocacy Group (CSBAG)	F
2.	Xavier Ejoyi	Country Director	Action Aid International (AAI)	M
3.	Judith Adokorach	Policy Officer for SRH and Gender	Embassy of the Netherlands in Uganda	F
4.	Agnes Nampeera B.	Principal Rehabilitation Officer	Department of Disability and Elderly, MGLSD	F
5.	Angela Nakafeero	Commissioner	Department of Gender and Women's Affairs, MGLSD	F
6.	Emily Ajiambo	Assistant Commissioner, Department of Disability and Elderly, MGLSD (since 2013 – Present)	Department of Disability and Elderly, MGLSD	F
7.	Barbra Kulume	Field Officer, IRC Karamoja, UNFPA Focal Person	International Rescue Committee	F
8.	John Mushomi	Lecturer, Department of Population Studies	Makere University	M
9.	Fred Omanyala	Senior Economist	Ministry of Finance, Planning & Economic Development (MFPED)	M
10.	Felix Katumba	M&E and Public Health Specialist	MOH & Uganda Protestant Medical Bureau	M
11.	Judith Mutabazi	Ag. Manager	National Planning Authority (NPA)	F
12.	Jotham Musinguzi	Director General	National Population Council (NPC).	M
13.	Samuel Samson Omwa	Director & UNFPA Focal Person,	National Population Council (NPC)	M
14.	Musa Wamala Buyundo	Coordinator, Uganda Parliamentarians Forum for Food Security, Population, and Development	Parliament of Uganda	M
15.	Patrick Mugirwa	Officer in Charge, PPD, Dhaka, Bangladesh	Partners in Population and Development (PPD)	M
16.	Charity Kirabo Nagemi	Health Economist (FPBAG Focal Person)	SAMASHA	F
17.	Frederick Makumbi	Associate Professor, School of Public Health, Makerere University	School of Public Health, Makerere University	M
18.	Daniel Okello	Office Editor, Department of Demography & Migration	Uganda of Bureau of Statistics (UBOS)	M
19.	Derrick Eranda	Gender & Demography	Uganda of Bureau of Statistics (UBOS)	M
20.	Elizabeth Nyirantwane	Gender & Demography	Uganda of Bureau of Statistics (UBOS)	F

21.	Helen Nviiri	Director for Population and Social Statistics	Uganda of Bureau of Statistics (UBOS)	F
22.	Johnstone Galande	Senior Statistician	Uganda of Bureau of Statistics (UBOS)	M
23.	Pamela Nabukonzo Kakande	Senior Statistician	Uganda of Bureau of Statistics (UBOS)	F
24.	Tony Mayambala	Gender & Demography	Uganda of Bureau of Statistics (UBOS)	M
25.	Kenneth Buyinza	National Coordinator	Uganda Family Planning Consortium (UFPC)	M
26.	Susan Kaboye	Programmes Assistant	Uganda Family Planning Consortium (UFPC)	F
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ANNEX VIII Survey full analysis and overview

Introduction: The survey was aimed at collecting the opinion of UNFPA staff working on, or with an interest in, population and development at country, regional, and global levels, in order to supplement the data collected through country and regional case studies, thematic papers, and the global literature review.

The survey was developed at mid-point of the data collection phase, following an evaluation team analysis meeting aimed to identify priority lines of inquiry for the survey, in order to target gaps. The meeting helped to assess where critical evidence gaps were emerging from the desk review and initial key informant interviews. This sequential and exploratory approach ensured that the survey was as topical as possible, while restricting its length, in order to maximise the added value of its results.

The data collected through the online survey were taken at face value with no further follow-up based on responses received and this has been accounted for within the analysis and triangulation phase of the evaluation.

Outline of how survey questions map to specific EQs: The survey included 18 questions, a mix of close-ended, Likert scale, and open-ended questions. No question was mandatory, and four questions were linked to others through skip logic. The questions were articulated under sections linked to specific evaluation questions (EQ), as follows:

- A. Respondent's profile, to collect confidential details about the respondents and their areas of work to draw an overview of respondents;
- B. Rights-based approach to population dynamics and data, linked to EQ 2;
- C. Strategically positioning and mainstreaming demographic resilience, linked to EQ 5;
- D. Population data in humanitarian contexts, linked to EQ 6;
- E. Leveraging partnerships for shifting from funding to financing, linked to EQ 7;
- F. Human and financial resources, linked to EQ 8;
- G. Skills sets on population dynamics and data, linked to EQ 8.

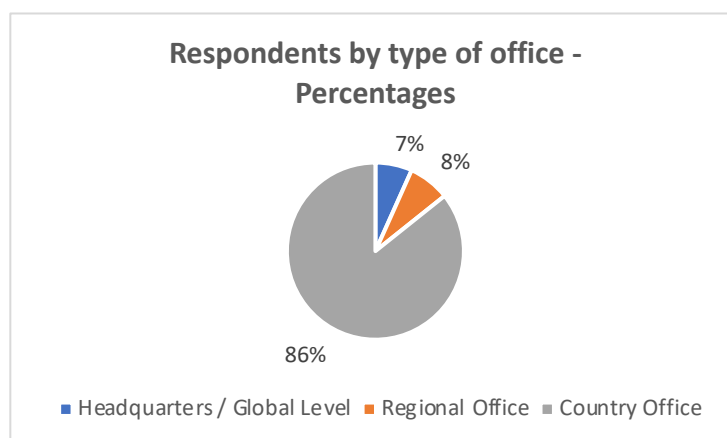
Survey methodology: The survey targeted UNFPA staff who worked or had an interest in population development issues. It was developed and administered through the Survey Monkey® platform and collected data analysed with the support of Microsoft Excel. The survey was developed in three languages, English, French and Spanish, to facilitate respondents. All versions of the online questionnaire were tested before launching the survey to ensure that it was accessible and functioning correctly.

An email introducing the survey and its purpose was sent by UNFPA Evaluation Office to UNFPA staff through the Population and Development Hub, a UNFPA internal platform on population and development issues to which UNFPA staff working in the HQ, ROs and COs can access if they work on or have an interest in population and development issues. The number of people reached with the introductory email to the survey through the Population and Development Hub were 303.

The total number of people who accessed the survey and returned it was 127 (89 in English, 20 in French, and 18 in Spanish), indicating a response rate of 42 per cent. Of them, five respondents have only completed the respondents' profile but have answered no question in the actual survey, so they have been disregarded from the analysis of the survey results. Of the remainder 122, eleven 'dropped out' at different stages of the survey, and eventually only 111 respondents completed all close-ended questions. The percentages of responses have been calculated on the basis of the total number of responses for each question.

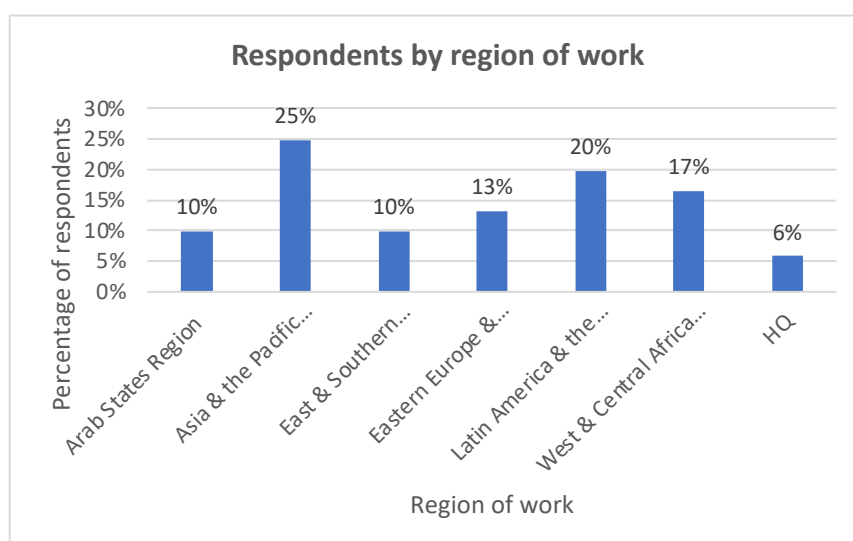
Overview of respondents: The majority of the respondents, 86 per cent, worked in country offices; the remained worked in regional offices (8 per cent) and in the headquarter (7 per cent).

Figure 1: Responses to the question "Where do you work at?" Number of responses: 119.



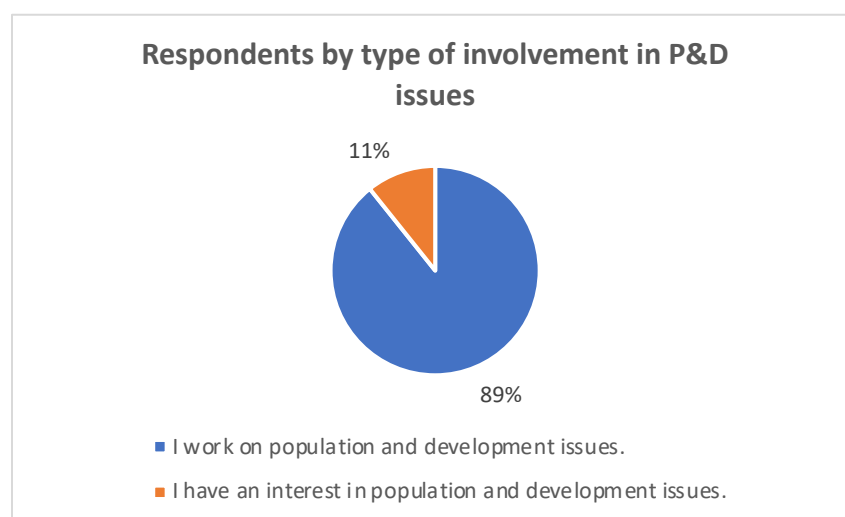
A quarter of the respondents indicated to be working in the Asia and Pacific Region (25 per cent), and a fifth of them in the Latin America and the Caribbean Region (20 per cent). The remainder were: 17 per cent from the West and Central Africa Region, 10 per cent from the Arab States Region, and another 10 per cent from the East and Southern Africa Region. 6 per cent, i.e. 6 respondents, was from the headquarter, which is consistent with the result of the previous question.

Figure 2: Responses to the question "What is your region?" Number of responses: 121.



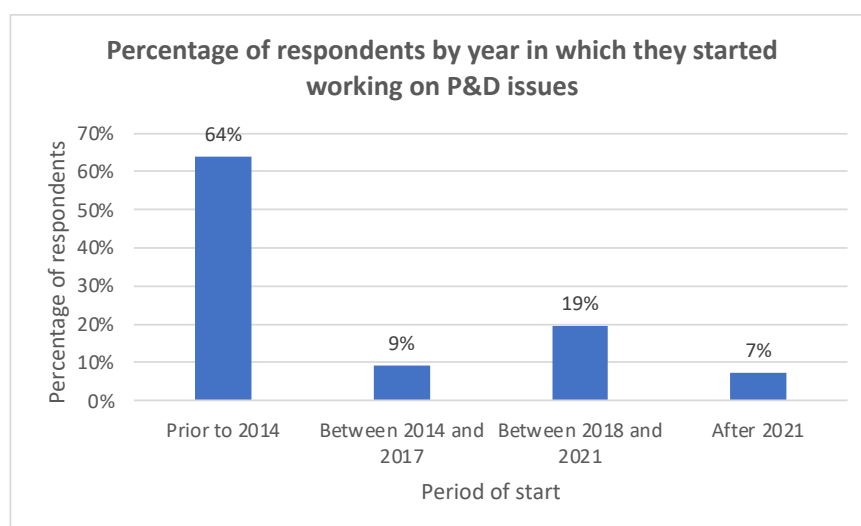
Since respondents were reached through the Population and Development Hub, to which not only people working in the Population and Development (P&D) Unit have access, the survey asked about the kind of engagement with P&D. The majority responded to be working on population and development issues (89 per cent), and the remainder (11 per cent) to have an interest in this domain.

Figure 3: Responses to the question “What is your working engagement with Population and Development?” Number of responses: 121.



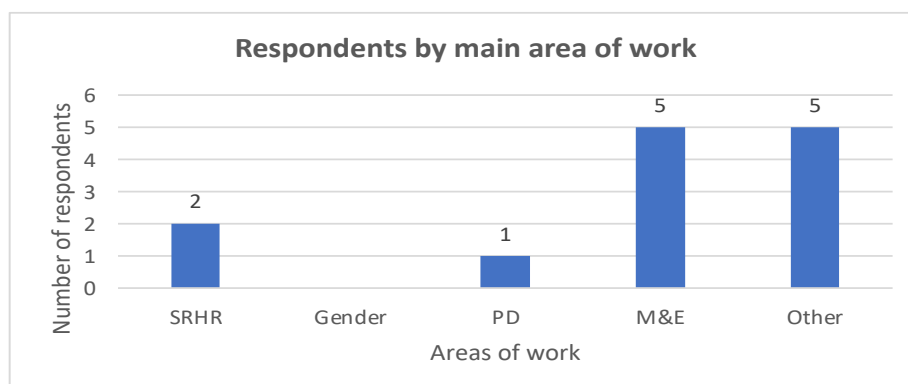
The respondents who work on population and development issues (108 in total) were asked to report their starting period. The majority of them (64 per cent) started prior to 2014; those who started between 2014 and 2018 were 9 per cent; those who started between 2018 and 2021 were 19 per cent; and those who started in the last year (after 2021) were 7 per cent.

Figure 4: Responses to the statement “I started working on population and development issues with UNFPA”. Number of responses: 108.



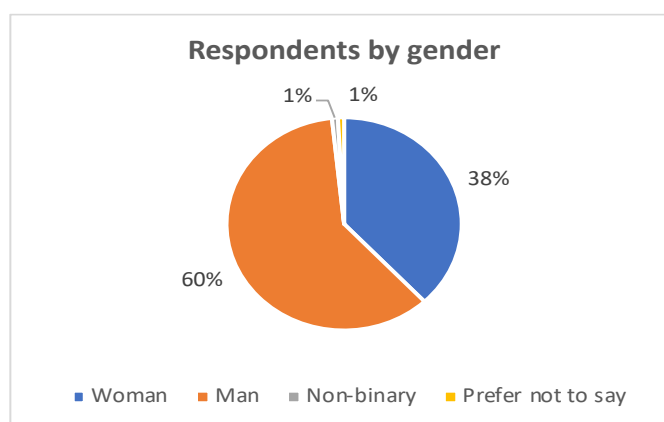
The respondents who have an interest in P&D but don’t work directly in this field (13 in total) were asked about their main area of work. Five of them indicated to be working in the area of M&E, two in SRHR, one responded P&D anyway; no respondent worked specifically in the gender area, and other five respondents selected the “Other” option.

Figure 5: Responses to the question "What is your main area of work"? Number of responses: 13.



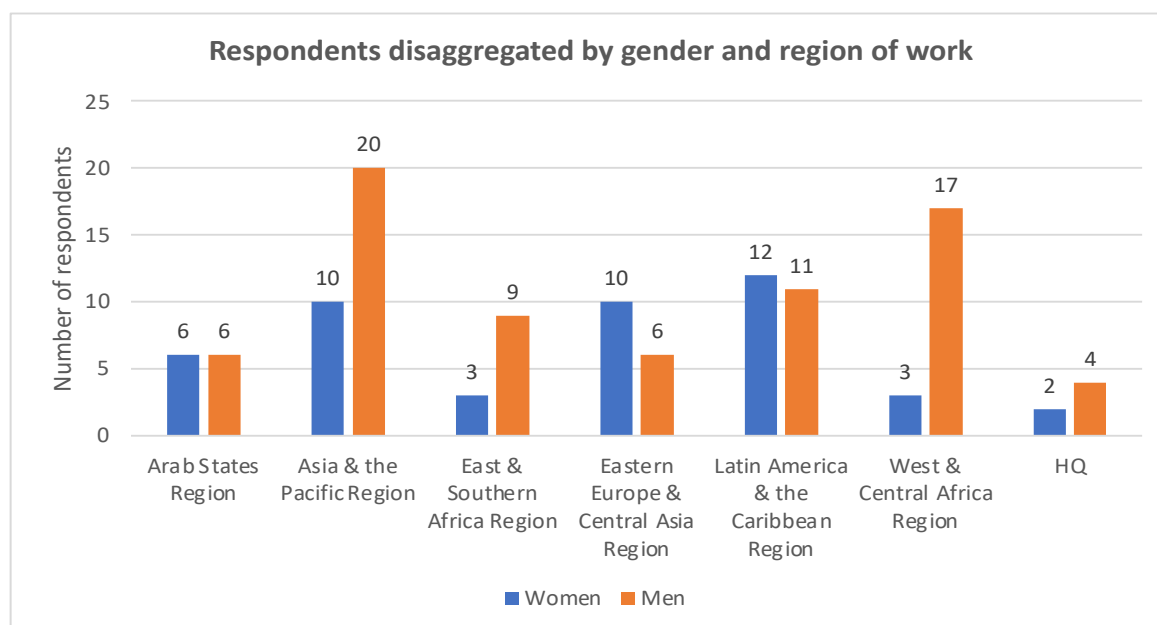
The majority of the respondents revealed to identify themselves as men (60 per cent), and 46 per cent as women. One person revealed to identify themselves as non-binary, and one preferred not to say.

Figure 6: Responses to the statement "I identify myself with the following gender". Number of responses: 121.



Respondents disaggregated by gender they identify them with and by region are as follows:

Figure 7: Respondents disaggregated by gender (female and male) and region of work. Number of respondents: 119.



SURVEY RESULTS BY EVALUATION QUESTION

EQ2.To what extent has UNFPA integrated cross-cutting issues?

Respondents were requested to indicate if they agreed with six statements referring to the extent to which UNFPA has integrated cross-cutting issues, particularly gender, human rights, disability, LNOB and emerging megatrends such as migration, climate change, and digitalisation, within population dynamics and data programming and support.

Half of the respondents (50 per cent) strongly agreed that UNFPA has supported and integrated a rights-based approach to population dynamics and data, and 43 per cent agreed with that statement. 6 per cent didn't know, 1 per cent disagreed and another 1 per cent strongly disagreed.

The majority of the respondents strongly agreed (61 per cent) and agreed (28 per cent) that UNFPA has clearly and visibly supported and integrated gender within population dynamics and data. 6 per cent disagreed with that statement, and 2 per cent strongly disagreed with it; 3 per cent of the respondents didn't know what to answer. The disaggregation by gender (female and male) of the answers to this statement show very similar trends between women and men, whereby the majority of both of them (34 per cent of women and 41 per cent of men) strongly agree with the statement, or agree with it (10 per cent of women and 23 per cent of men).

With regard to ensuring inclusion, 48 per cent of the respondents strongly agreed and 39 per cent agreed that UNFPA has supported and integrated broader inclusion recognising contextual issues of marginalisation and vulnerability such as disability within population dynamics and data and promoting the LNOB agenda. On the contrary, 10 per cent didn't agree with that statement, and 2 per cent didn't know what to answer.

On migration and displacement, 45 per cent of the respondents agreed that UNFPA has supported the inclusion of these megatrends within population dynamics and data, and 30 per cent strongly agreed with that. 16 per cent didn't agree with it, and 2 per cent strongly disagreed. The remainder 8 per cent didn't know what to answer.

On the integration of climate change, 40 per cent of the respondents agreed that UNFPA has supported it within population dynamics and data, and 16 per cent strongly agreed with that statement. However, 30 per cent of the respondents did not agree with the statement, whereby 23 per cent disagreed and 7 per cent strongly disagreed with it.

With regard to the inclusion of digitalisation of population dynamics and data, 43 per cent of the respondents agreed that UNFPA has supported increased digitalisation within population dynamics and data, and 36 per cent strongly agreed with it, while 13 per cent disagreed with it and 7 per cent didn't have an answer.

Overall, the cross-cutting issues where respondents showed the higher consensus around UNFPA ability to integrate them in population dynamics and data work are the human rights-based approach and ensuring a gender lens. The cross-cutting issues with higher percentages of negative responses regard the inclusion of emerging megatrends, particularly climate change with 30 per cent of negative feedback.

Figure 8: Responses to the question "To what extent do you agree with the following statements?"
Number of responses: 122.

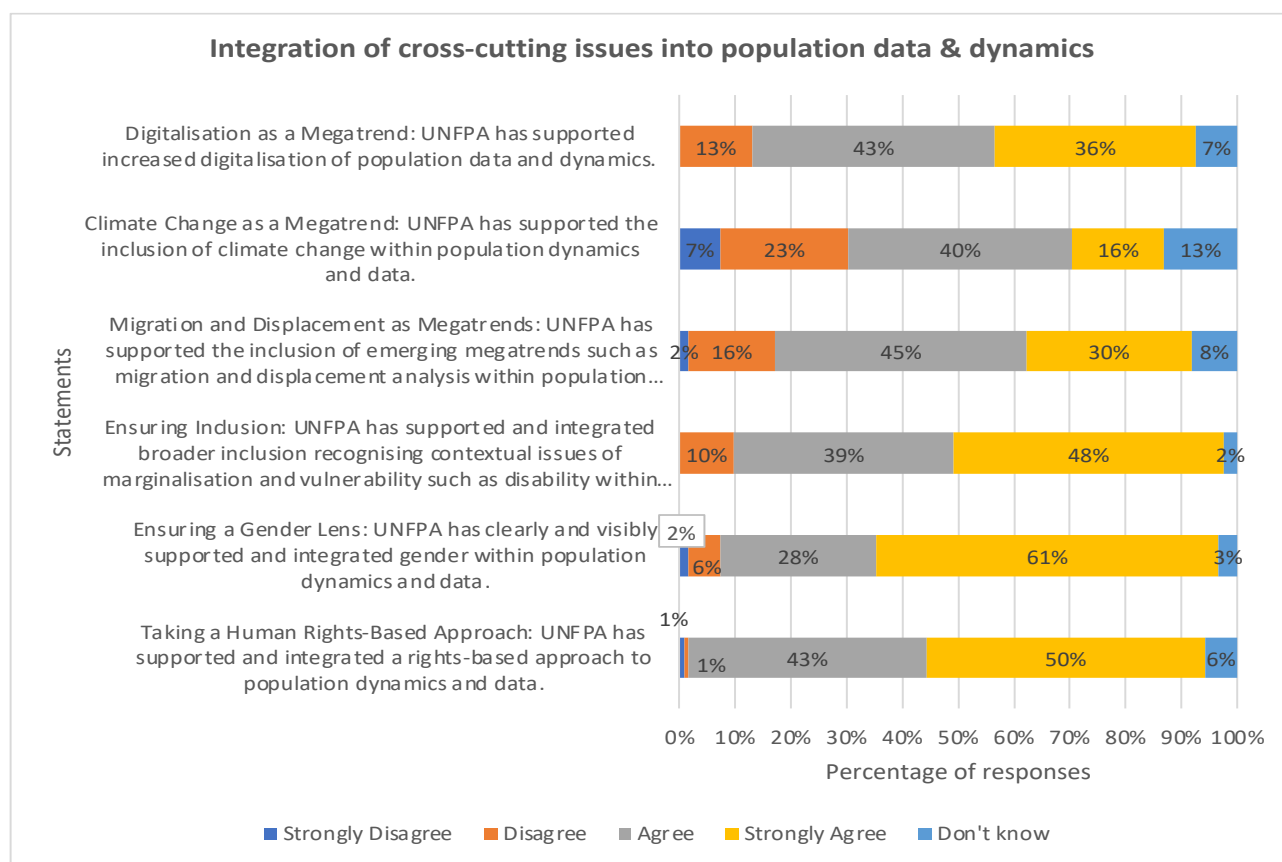
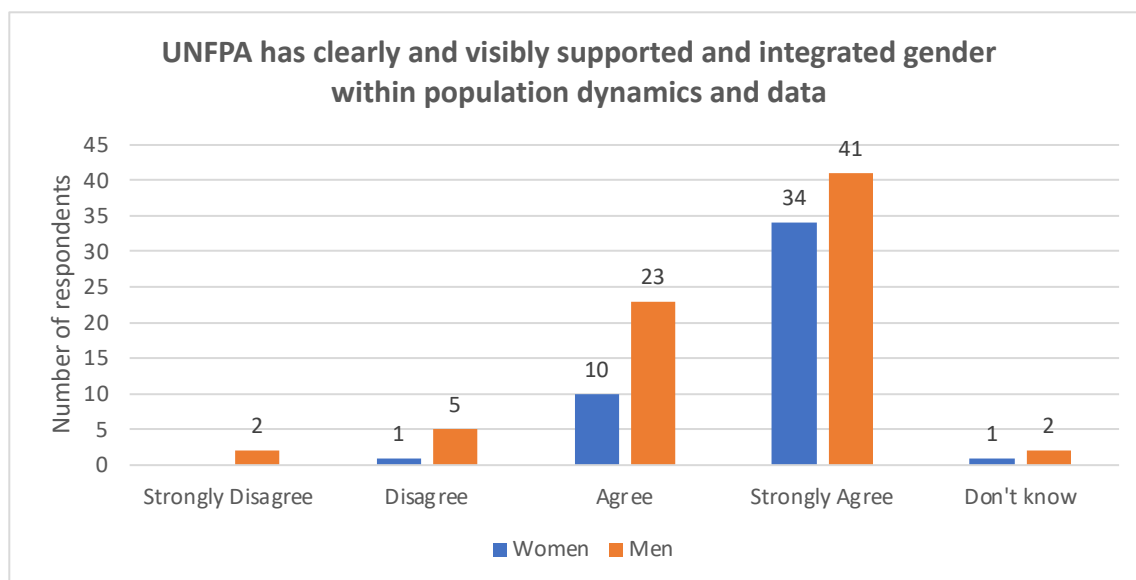


Figure 9: Responses to the statements "UNFPA has clearly and visibly supported and integrated gender within population dynamics and data" disaggregated by gender (female and male). Number of responses: 119.



EQ5. To what extent has UNFPA support been successful in strategically positioning and mainstreaming population dynamics, including demographic resilience and demographic dividend within development policies and programmes?

Respondents were asked to share what they understood by the term “demographic resilience”.²² 89 responses were provided.

Most people defined it as the ability to **predict** (word used 11 times) demographic shifts, in order to develop appropriate policies to respond to such changes. The concept of demographic resilience as the ability to understand changes in population trends has often been linked to the application of **human rights** (words used 17 times):

- Demographic resilience is the ability to predict demographic shifts, understand their implications and develop policy responses that are based on evidence and human rights.
- Demographic resilience is the ability of countries to respond to demographic trends like low fertility, population ageing and outmigration and their effects on the economy, social systems and services, applying rights-based approach.
- Rights based approach to the country specific population dynamics (and broader such as sub-region/region/global) in relation to sustainable development.

Other respondents defined it as the ability to **anticipate** (word used 7 times) population dynamics/change and the implications of population trends; for instance:

- Ability to understand and anticipate population dynamics in order to potentially prevent or mitigate negative effects on individuals and societies.
- Demographic resilience is about building the capacity of governments and stakeholder to be aware, understand and being able to anticipate the implications of mega population trends and transition on socio-economic development as well as on the impact of the health, well-being and welfare of individuals especially those vulnerable groups.

Demographic resilience has often been defined as the ability to **adapt** (word used 13 times) to changing population dynamics or to external forces and shocks such as pandemics and sudden changes in its environment.

Sometimes the idea of adapting and recovering was accompanied by the ability to **resist** (word used 8 times) to changes, for instance:

- Demographic resilience is the capacity of population to resist and/or adapt to the change of its structure.
- Demographic resilience is the ability of populations to resist and recover from alterations in their demographic structure, usually with concomitant change in population size.

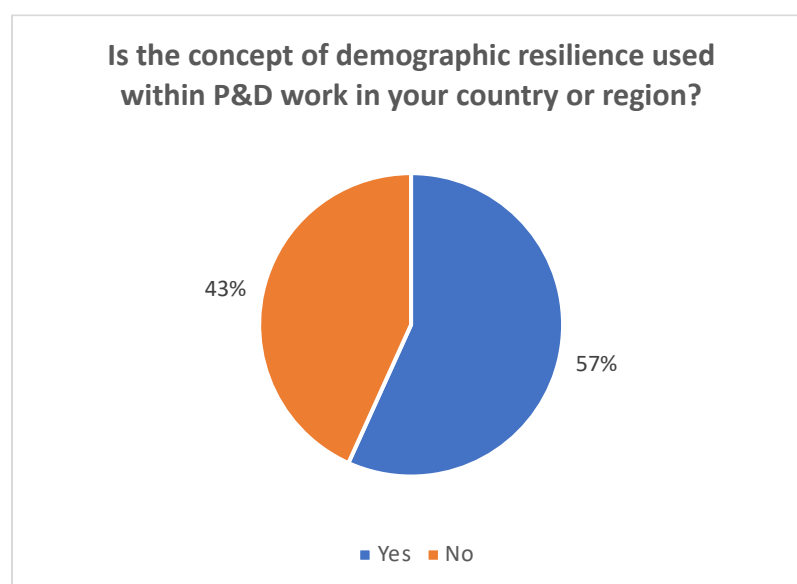
Another recurrent idea is that of demographic resilience as the capacity to take advantage of **opportunities** (word used 10 times) generated by demographic changes, for instance:

- It is the set of responses to mitigate the negative effects and take advantage of the opportunities presented by demographic change based on data analysis and understanding of population dynamics to achieve the world we aspire to within the framework of the 2030 agenda.
- Take full advantage of the opportunities that also arise with demographic change.
- Demographic resilience is about recognizing strengths and opportunities that come with demographic changes and making the best of those opportunities for people, prosperity and the planet.

Over half of the respondents (57 per cent) reported that the concept of demographic resilience is used within the P&D work in their country or region, while the remainder 43 per cent responded that the concept is not used.

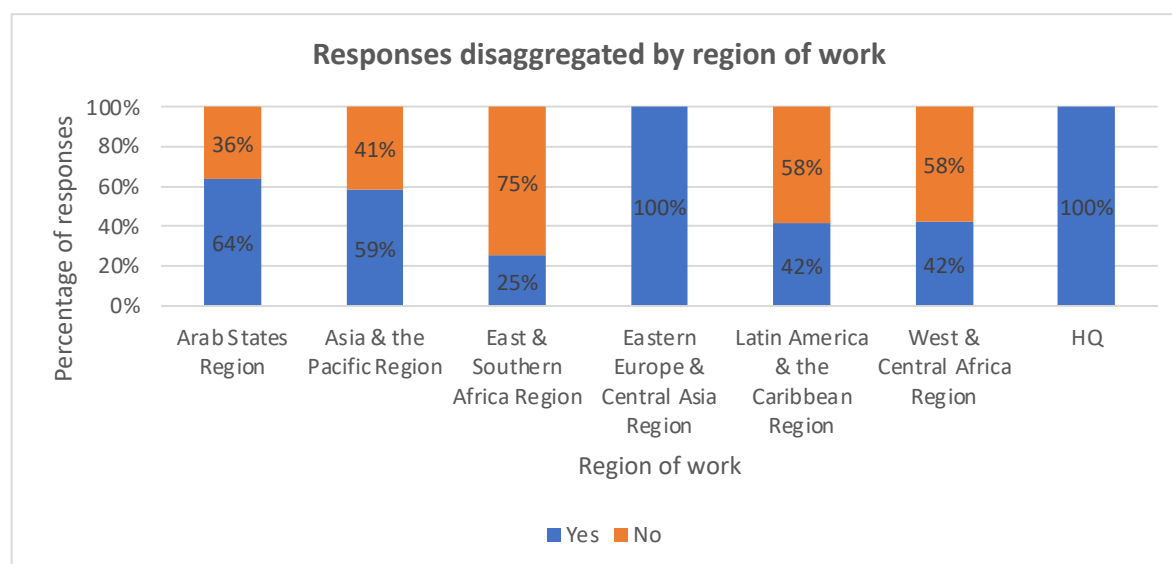
²² Demographic resilience is defined as an aspiration that involves the ability to predict demographic shifts, understand their implications and develop policy responses that are based on evidence, gender equality, and human rights. It means moving beyond narrow quick-fix approaches focused on population numbers towards comprehensive population and social policies aimed at ensuring prosperity and well-being for all.

Figure 10: responses to the question "Is the concept of demographic resilience used within P&D work in your country or region?" Number of responses: 118.



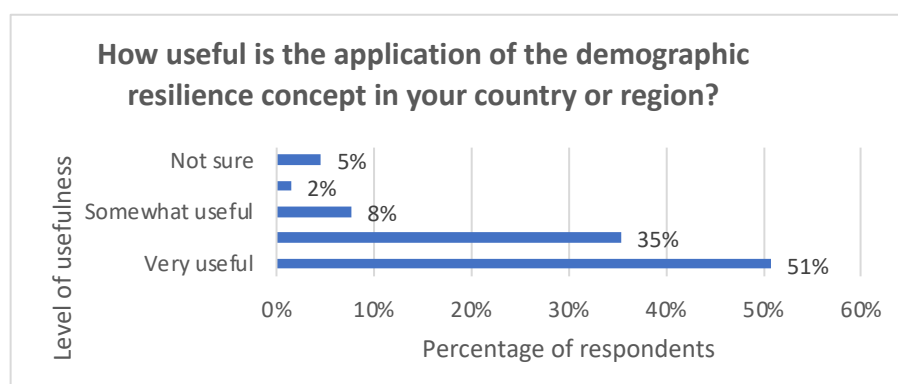
The disaggregation of these results by region of work shows that all the respondents at the HQ and in Eastern Europe and Central Asia Region answered positively. The majority of respondents in the Arab States Region and Asian and the Pacific Region also reported that the concept is used in their regions (respectively 64 and 59 per cent). On the contrary, in East and Southern Africa Region only one fourth of the respondents reported that the concept is used in their region (75 per cent of negative answers). In Latin America and the Caribbean Region and in West and Central Africa Region as well, the majority of respondents (58 per cent in both regions) reported that the concept is not used.

Figure 11: responses to the question "Is the concept of demographic resilience used within P&D work in your country or region?" disaggregated by region of work.



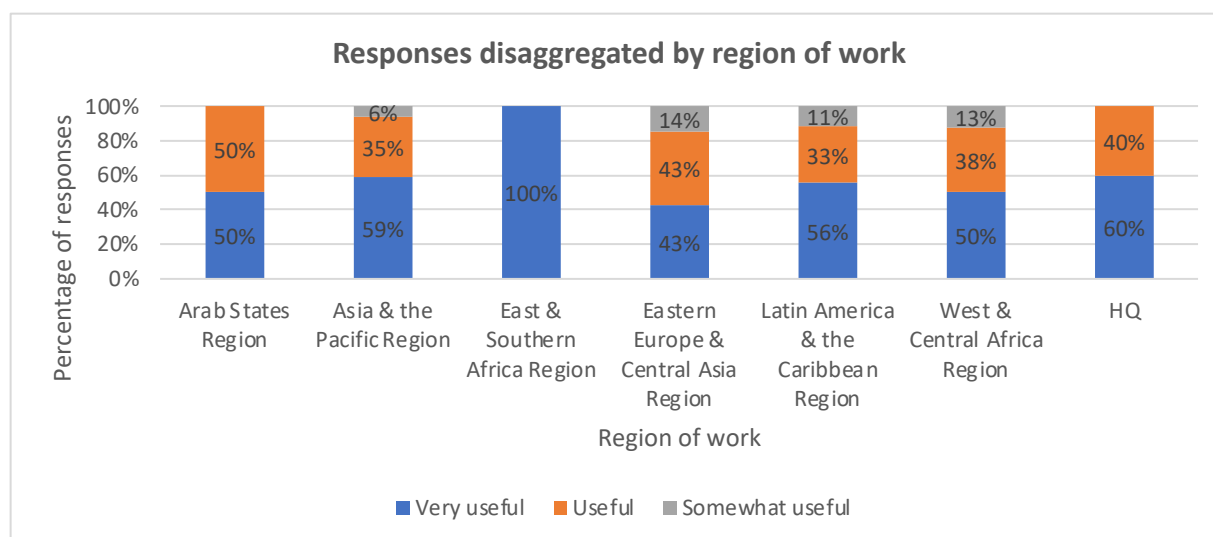
Amongst the respondents who answered positively to the previous question (65 in total), over half of them (51 per cent) reported to find the application of the demographic resilience concept in their country or region very useful, 35 per cent reported to find it useful, and 8 per cent somewhat useful. The remainder 2 per cent reported to find it not useful, and 5 per cent was not sure.

Figure 12: responses to the question "How useful is the application of the demographic resilience concept in your country or region?" Number of responses: 65.



The disaggregation of these results by region of work shows that all respondents in the East and Southern Africa Region (2) rated it very useful, despite being the region where the concept is least used. The majority of respondents at the HQ (60 per cent), in the Asia and the Pacific Region (59 per cent) and in the Latin America and the Caribbean Region (56 per cent) rated the concept very useful, and the remainder rated it useful (respectively 40, 35 and 33 per cent). Both in the Arab States Region and in the West and Central Africa Region half of the respondents rated the concept of demographic resilience very useful (50 per cent) or useful (50 per cent in the Arab States and 38% in the West and Central Africa). In the Eastern Europe and Central Asia Region, where all respondents reported to use the concept, 43 per cent of them rated it very useful and another 43 per cent rated it useful, while the remainder 14 per cent rated it somewhat useful.

Figure 13: percentage of respondents who found the application of the demographic resilience concept very useful, useful, somewhat useful, disaggregated by region.



The respondents who answered from *somewhat useful* to *very useful* were asked to provide examples of how the application of demographic resilience had been useful in their area of work. 47 respondents answered.

Many of the examples provided by the respondents linked the use of demographic resilience to the support to policy makers for evidence-based **policy** development (the word *policy* was used 22 times), for instance:

- One of the example I can mention is the support provided to the Government with development of the NTA and population projections for informed and people-centered policy and decision making.
- We established the national Programme on Demographic Resilience, to support Moldovan Government to implement a policy mix in adapting to demographic trends, including ageing, low fertility, low life expectancy and migration.

- The application of this concept has helped Senegal to develop a national policy document on capturing the demographic dividend which, through scenarios, makes it possible to see how to anticipate demographic dynamics for more sustained economic growth.

A few other examples were linked to **advocacy** work (word *advocacy* used 6 times):

- Technical support to government for formulation of national population policies, and population perspective plan. Advocacy with national and sub-national government entities (such as policy and planning commissions) for integration of population dynamics issues in their periodic plans and policies.
- In advocacy at national, regional, departmental and municipal level. Also in communication documents (reports, studies, articles).

Similar to the example of Senegal, other examples were linked to the concept of **demographic dividend** (words used 11 times) and **ageing** (word used 14 times), sometimes presented together:

- We currently support the government in planning and developing policies for the country's eventual demographic transition and maximizing the "demographic" dividend and developing policies for the eventual population aging that will be experienced by the country.
- Through undertaking the Demographic Dividend Study in 2017, the CO successfully utilized the evidence generated by the study to advocate for the integration of the phenomenon in the national planning system.
- Strengthening the capacity of national and sub-national entities to undertake programming that will accelerate harnessing of the demographic dividend for sustainable development. As part of this entities are strengthened to develop road map for demographic dividend, carry out a demographic dividend profile to understand and anticipate the population dynamics they are going through, and to implement appropriate policies and strategies.
- It has helped to bring attention to the fact the country's population is ageing and the implications of this for future development. Population projections, NTA etc. have supported in building evidence to support policy dialogues.
- The Caribbean region has aging populations in the 22 English and Dutch speaking countries that we currently cover. A careful understanding of these realities has guided our programming in the Caribbean over the current and previous sub-regional programmes.

A few examples were linked to the work done on **low fertility / fertility decline** (words used 7 times):

- We have a large influx of Venezuelan migrants into the country, although we have low fertility rates. If demographic resilience is applied to my country, this may entail mapping the skills of migrants so that they can be absorbed in the local economy/workforce.
- The country is now facing the challenging issue of sustained fertility decline, from a concern of high fertility and rapid population growth not long ago. In the UNFPA CO's advocacy efforts with the national partners, the focus has been to adopt a rights- and evidence-based approach to empower individuals, particularly women, girls and youth, so that they can make informed decisions. This is considered the core part of demographic resilience at national level to respond to the current and future population dynamics.

The examples of work on demographic resilience were sometimes linked to **human rights** (words used 8 times):

- It has nicely captured UNFPA's rights-based approach to advising governments on population policy reform.
- It has led to more human and rights-based approach in population policies.

EQ6. To what extent has UNFPA successfully collected, collated, and disseminated population data within Humanitarian contexts?

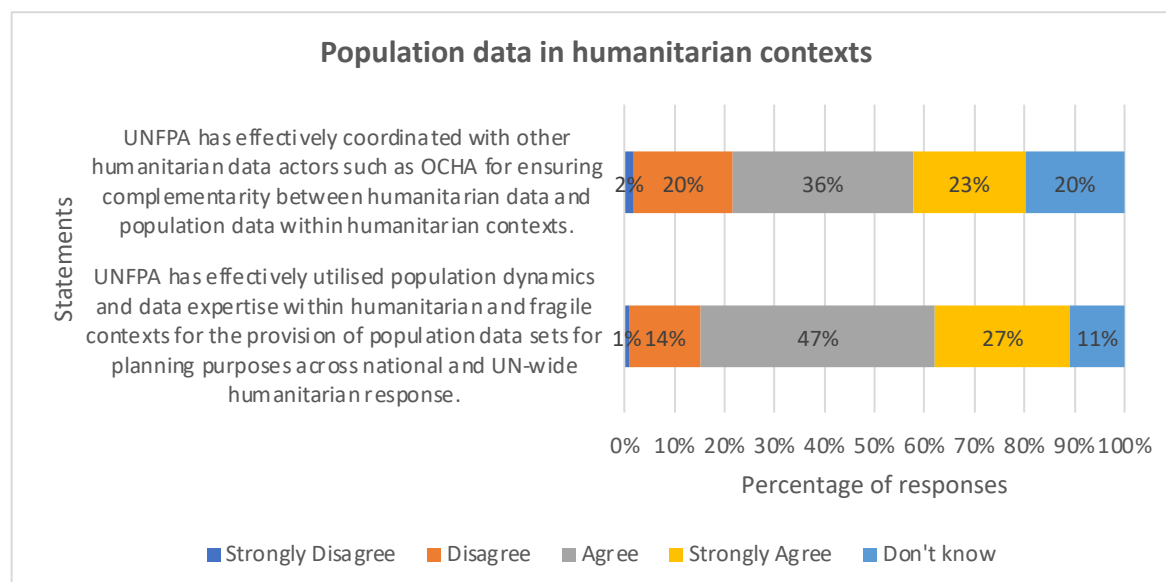
Respondents were requested to indicate if they agreed with six statements regarding the extent to which UNFPA has effectively used population dynamics and data within humanitarian contexts.

The majority of respondents agreed (47 per cent) and strongly agreed (27 per cent) that UNFPA has effectively used population dynamics and data expertise within humanitarian and fragile contexts for the provision of population data sets for planning purposes across national and UN-wide humanitarian responses. On the contrary, 14 per cent did not agree with it, and 1 per cent strongly disagreed with it. The remainder 11 per cent didn't know what to answer.

With regard to UNFPA coordination with other humanitarian data actors such as OCHA for ensuring complementarity between humanitarian data and population data within humanitarian contexts, two thirds of respondents (36 per cent) agreed that UNFPA effectively coordinated with other humanitarian actors, and 23 per cent strongly agreed with that. One fifth of respondents (20 per cent) disagreed with the statement, 2 per cent strongly disagreed with it, and another fifth (20 per cent) didn't know what to answer.

These results suggest that respondents found that UNFPA was more effective in utilising population dynamics and data expertise within humanitarian contexts for planning purposes, than in coordinating with other humanitarian actors to ensure complementarity between humanitarian data and population data within humanitarian contexts.

*Figure 14: responses to the question "To what extent do you agree with the following statements?"
Number of responses: 111.*



Respondents were asked to share what role they think UNFPA has with regard to population data within humanitarian contexts. 100 people provided their open answer.

Most people referred to UNFPA role in providing baseline data for humanitarian interventions through the Common Operational Datasets on Population Statistics (**COD-PS** used 10 times). Adjectives attributed to data were: disaggregated (9 times), age (7 times), socio-economic (3 times), timely (3 times), reliable (3 times). For instance:

- UNFPA supports countries to generate disaggregated data at lower administrative level, by sex and age for humanitarian preparedness response through COD-PS;
- In humanitarian contexts e.g. Ukraine - UNFPA can provide timely data through CODPs for rapid responses;
- As the Population agency within UN, UNFPA has the responsibility in humanitarian response to provide and constantly update the COD-PS database and to support countries to have relevant population estimates at the lowest administrative level possible to set baselines in humanitarian response.

Respondents indicated that UNFPA data are used for **planning** humanitarian interventions (word *planning* used 10 times), to develop **estimates** (word used 10 times) and **projections** (3 times), for instance:

- UNFPA provides common operational datasets on population statistics for humanitarian response planning;
- Provision of population datasets for planning purposes during humanitarian response ;
- Ensure reliable and timely data for better planning and emergency response so every women and men's needs satisfied;
- We use population projection and pop data to estimate the key population to plan and provide assisant esp the pregnant women and women in reproductive age and among other groups;

- UNFPA has the responsibility to support the generation of population estimates for humanitarian contexts.

A few respondents indicated UNFPA role in generating **evidence** (word used 5 times) for **decision-making** (words used 5 times):

- The role of UNFPA is crucial since it is an organization capable of providing evidence to inform decision-making in a humanitarian context. It has the ability to provide information on the population and its components;
- UNFPA has a fundamental role since it provides information for decision-making in humanitarian emergencies;
- Contribute to the evidence generation for use during emergencies.

Some respondents referred to UNFPA role in **coordinating** with other humanitarian organisation (word coordination used 4 times):

- Coordination with Humanitarian organization providing technical support of population estimation methods ;
- A fundamental role in the generation, compilation and coordination with OCHA.

EQ7. To what extent has UNFPA leveraged partnerships to further the effective role of population dynamics and data for monitoring SDGs, shifting from funding to financing, and tracking progress on the three transformative results and the ICPD PoA?

Respondents were asked to share their perspective around UNFPA shift from funding to financing²³, in line with the focus of the 2022-2025 Strategic Plan. The majority of the respondents agreed (53 per cent) and strongly agreed (23 per cent) that UNFPA has started to consider how to shift from funding UNFPA interventions to financing transformative change in national policies and programmes, using investment cases on population dynamics and data. On the contrary, 12 per cent disagreed with that statement and 2 per cent strongly disagreed with it. The remainder 10 per cent of respondents did not know what to answer.

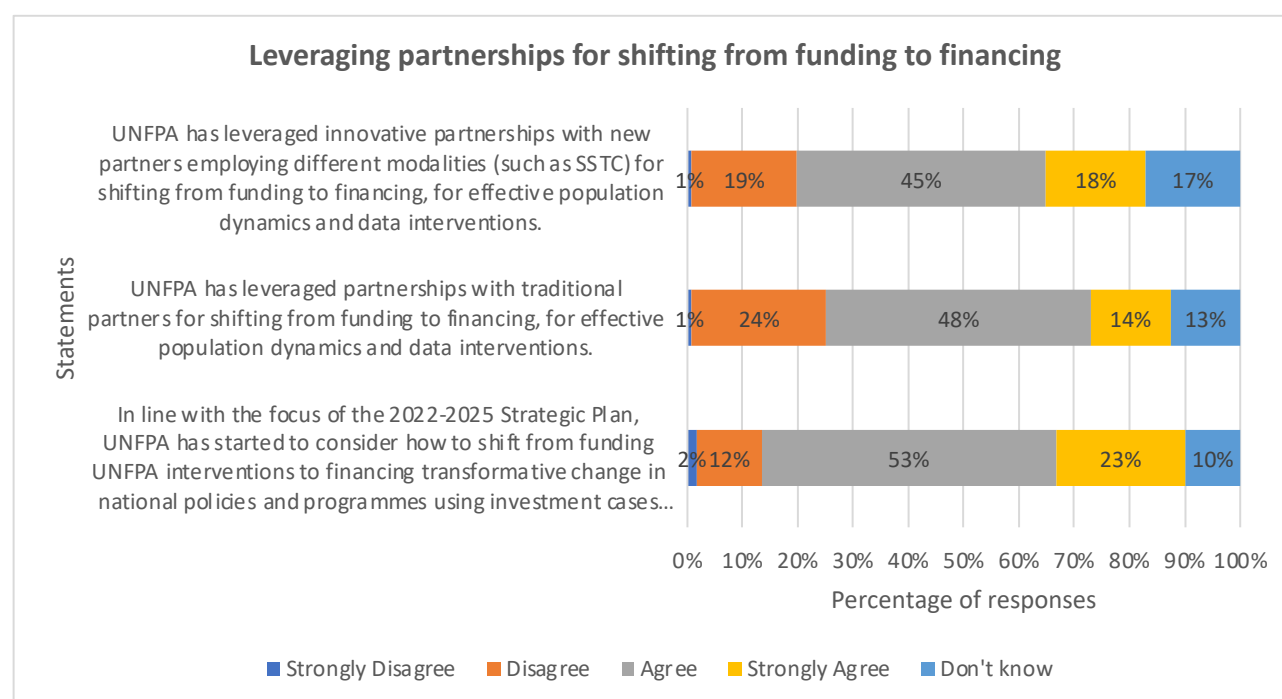
With regard to leveraging partnerships for shifting from funding to financing for effective population dynamics and data interventions, 48 per cent of respondents agreed that UNFPA has leveraged partnerships with traditional partners, and 14 per cent strongly agreed with that. However, one fourth disagreed (24 per cent) or strongly disagreed (1 per cent) with that statement. The percentage of respondents who did not know what to answer was 13.

In terms of innovative partnerships, 45 per cent of respondents agreed that UNFPA has leveraged innovative partnerships with new partners, employing different modalities (such as South-South and Triangular Cooperation, SSTC), and 14 per cent strongly agreed with that. On the other hand, one fourth disagreed (19 per cent) or strongly disagreed (1 per cent) with it, and 17 per cent did not know how to answer.

These results suggest that, while the majority of respondents agree that UNFPA has started to consider how to shift from funding UNFPA interventions to financing transformative change, opinions around whether UNFPA has leveraged traditional and innovative partnerships to do that are more diverse, with one fourth of respondents who don't think that UNFPA has leveraged on traditional partnerships, and one fifth of them who don't think that it has leveraged on new partnerships, and 17 per cent who seems not to be aware.

²³ The shift from funding to financing (F2F) entails developing the UN capacity to influence different sources of public, private, domestic and international finance to achieve collective, transformative, sustainable development results.

Figure 15: responses to the question "To what extent do you agree with the following statements?"
Number of responses: 111.



Respondents were invited to provide additional comments on UNFPA shift from funding to financing with regard to population and development work. 53 respondents gave open-answers.

A couple of respondents provided practical examples of the work done in this regard:

- National survey on VAW prevalence and the "Generations and Gender" (GGS) national survey in Kazakhstan conducted by the government in collaboration with UNFPA as a result of UNFPA advocacy for the national data on prevalence of VAW and GGS data needed for development of related policies. While UNFPA provided technical support, the main financial costs came from the state budget - the government has taken ownership for collecting these data. As well as advocacy for improvement of sexual and reproductive health and ensuring the reproductive rights with focus on young people has led to increased public investment in family planning and access to youth friendly health services.
- UNFPA Moldova mobilized domestic funding and private sector to support demographic resilience programmes in the country, including on Generations and Gender Survey and promoting intergenerational dialogue.

Many comments highlighted the fact that, while there has been progress, this appears to be insufficient:

- While progress was made, the organization cultural has not changed significantly or in other word, such paradigm shift has not been incentivized. RM remains the top priorities, without question.
- The switch from funding to financing has not been fully integrated in UNFPA in all of its areas of work, not just population and development.
- A clear strategy has not been developed.
- Not enough time has been devoted to build a common understanding of this shift.

A few comments focused on the link with the **private sector** (words used 7 times) to leverage financing, for instance:

- In the journey of shifting from funding to financing, UNFPA is striving to leveraging domestic resources from domestic resources, forging new partnerships including with the private sectors.
- UNFPA needs to expand and look into new models of financing that can support population and development as well as looking more into strategies in engaging the private sector.

Some respondents used this space to formulate recommendations on how to improve the shift from funding to financing. These included hiring more people with financial expertise; providing a better explanation of the concept, clearly establishing the difference between funding and financing; developing a resource mobilization strategy from the headquarter or regional headquarters to be implemented by the countries; offering greater coordination between the headquarter, regional offices and country offices and more support to the latter; exchanging good practices and joint work at all levels of UNFPA; looking beyond the development of investment cases, especially in the context of middle-income countries, to provide technical assistance to governments to plan, utilize and execute budget allocations; further exploring the use of the Strategic Investment Facility for population and development work.

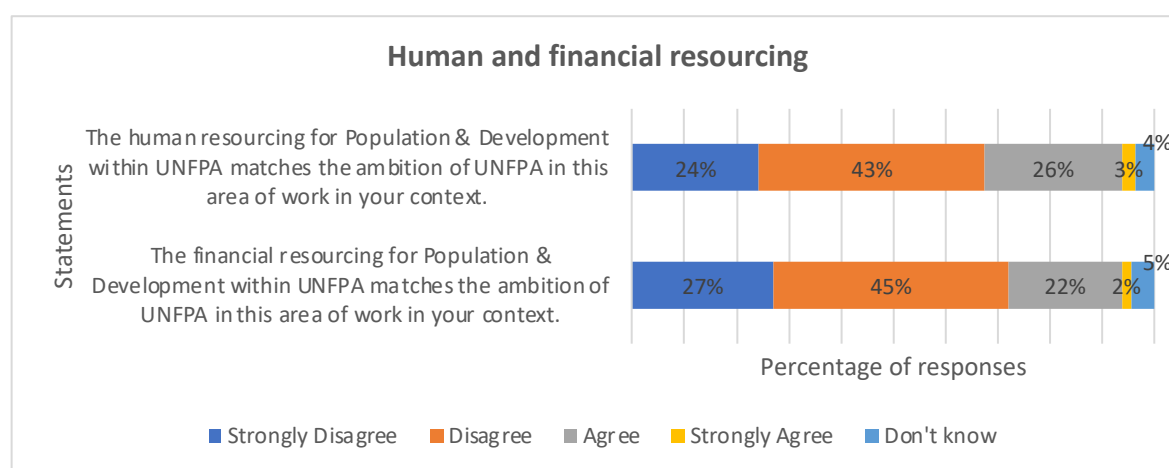
EQ8. To what extent had UNFPA's human and financial resources supported the ambition and priorities set out in the Strategic Plan(s) in relation to population change and data?

Respondents were asked their opinion on UNFPA human and financial resourcing for P&D work, the majority of respondents disagreed (45 per cent) and strongly disagreed (27 per cent) with the statement that the financial resourcing for P&D within UNFPA matches the ambition of UNFPA in this area of work within their contexts. On the contrary, 22 per cent agreed with that statement, and 2 per cent strongly agreed with it, while 5 per cent didn't know what to reply.

Most respondents also disagreed (43 per cent) or strongly disagreed (24 per cent) that the human resourcing for P&D within UNFPA matches the ambition of UNFPA in this area of work. 26 per cent agreed with the statement, 3 per cent strongly agreed with that, and 4 per cent of respondents did not know what to answer.

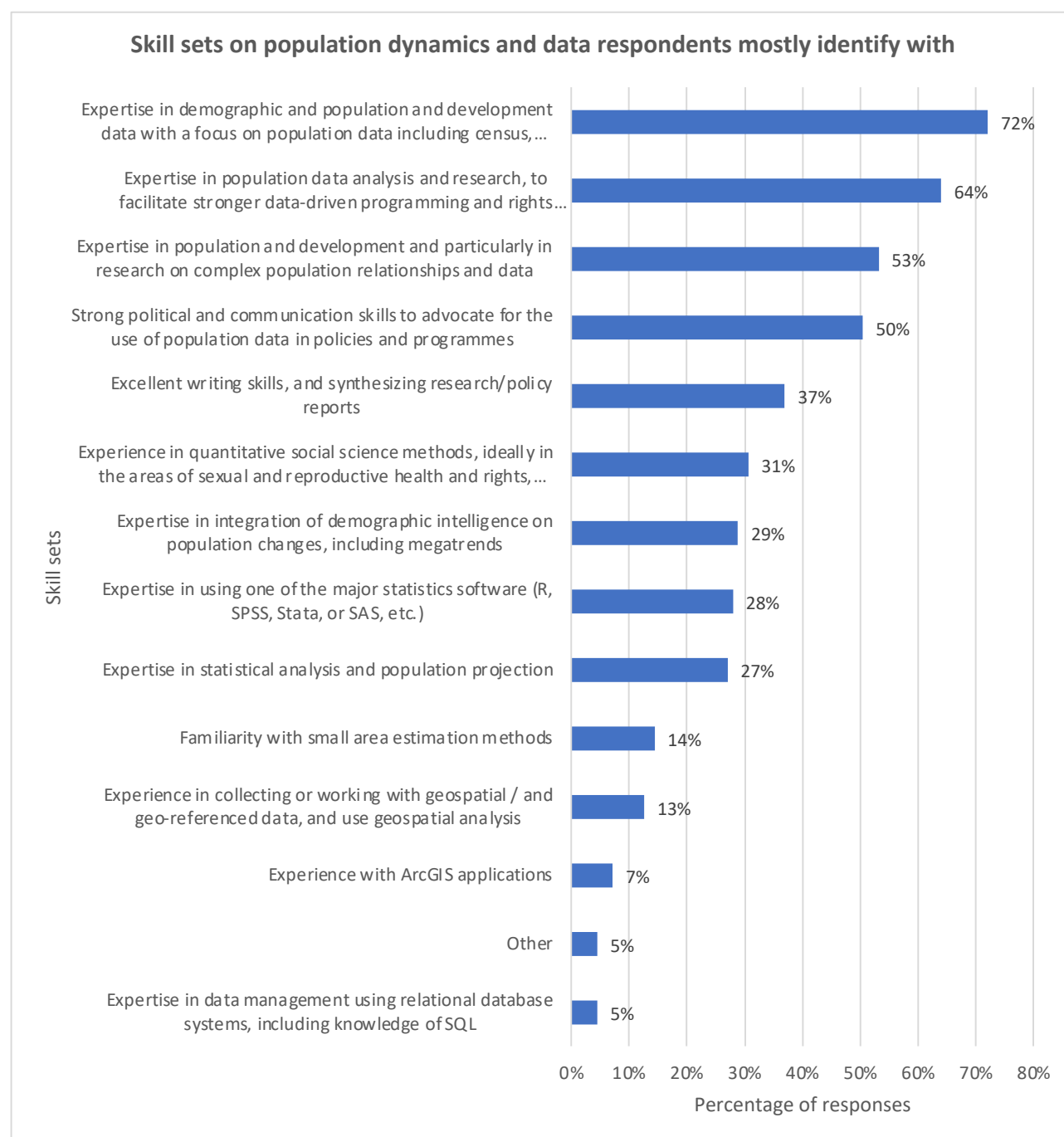
These results suggest that most respondents don't think that UNFPA financial and human resourcing for P&D is in line with the Agency's objectives in this domain, while around one fourth of the respondents think that the resourcing is adequate.

Figure 16: responses to the question "To what extent do you agree with the following statements?"
Number of responses: 111.



In terms of expertise required for P&D work, the top five skills with which most respondents identified were (i) expertise in demographic, population and development data with a focus on census, demographic and health surveys (DHS), administrative data, vital statistics (CRVS), surveys, data portals, and big data (72 per cent), followed by (ii) expertise in population data analysis and research, to facilitate stronger data-driven programming and rights based policies and strategies (64 per cent), (iii) expertise in population and development and particularly in research on complex population relationships and data (53 per cent), (iv) strong political and communication skills to advocate for the use of population data in policies and programmes (50 per cent), and (v) excellent writing skills, and synthesizing research/policy reports (37 per cent) as fifth most relevant skill.

Figure 17: responses to the question "What skill sets on population dynamics and data do you mostly identify with?" Number of respondents: 111. Each respondent could indicate up to five options.



The last question of the survey offered respondents the opportunity to provide further comments, reflections or recommendations on the work of UNFPA in P&D. 46 respondents wrote their answer.

Many comments were linked to the need for capacity building of UNFPA staff in different domains. Respondents raised the need to develop internal **capacity** (5 times) on advocacy and policy analysis, and to country office where there is still a gap in specific area in P&D; to develop **skills** (6 times) in P&D to link population dynamics with national development; through **training** (4 times), for instance on geo-referenced data, ArcGIS as well as other tools such as NTA/NTTA, small area estimation, projections and geospatial data analysis, in the management of indicators. Other comments highlighted the need for technical assistance within the organisation so that the UNFPA offices at different levels are clear in their role to support the implementation of the PD issues.

Some respondents highlighted the need to ensure adequate financial and human **resources** to the P&D area (word *resources* used 7 times). A few comments specifically referred to more expertise in research, statistics and economics, especially given the shift from funding to financing.

Some comments were linked to the leadership role that UNFPA aims to have in the P&D area at the global level, and the need to give sufficient priority to this domain:

- The P&D programme, as the interface with the national development planning ministries at country level, should be the lead programme in coordinating, among other areas, the ICPD Agenda and SDGs. There seems to be an unfortunate development where such coordination is being placed on the SRH (including FP and HIV prevention) programme.
- UNFPA needs to work on its image to not only be the agency for Sexual and Reproductive Health, but also an agency that covers all populations, including Ageing Populations. Given the demographic shifts in the near future, it will be crucial for UNFPA to concentrate on population dynamics, and population & development, to be an advocate for the upcoming demographic developments, and assist governments in planning and developing policies that are adapted to upcoming demographic shifts.
- In the Asia and Pacific region where most of the countries are at middle or upper middle income levels, there also face complex population dynamics that are equally important as the SRH and gender issues. UNFPA will benefit by rejuvenating its P & D component and giving it a bigger role (besides its auxiliary and supportive role to other UNFPA's programme areas).

ANNEX IX Social media scan methodology and results

The evaluation used a social media ‘listening’ tool called mention.com to track two sets of keywords during August-September across the following sources: websites, news sites, blogs, vlogs, discussion forums, Twitter, Instagram. The search excluded YouTube, Facebook and TikTok due to privacy settings.

Two searches were required due to the computing demands of using multiple keywords. The keyword searches were:

1. [UNFPA] and at least one of [Data] or [Aging] or [Demographic Dividend].
2. [UNFPA] and at least one of [Population Data] or [Population Dynamics] or [Population Development] or [Data Systems] or [Demographic Resilience]

The total detected mentions for searches of both combinations of keywords was 8,735 during August and September:

- 80 percent of all detected mentions were via Twitter, followed by blogs, news, and websites.
- Automated sentiment analysis indicates that around 45 percent of mentions were positive, 45 percent were neutral, and the remaining 10 percent were negative in tone.
- 96 percent of detected mentions were in English-language posts, followed by Spanish and French (1-2 percent each) and Portuguese (<1 percent).
- The busiest time of day for posts was Tuesday afternoon, Friday afternoon, and Wednesday night.
- The greatest reach in terms of citations is through reference to UNFPA population and data work in key Wikipedia pages.

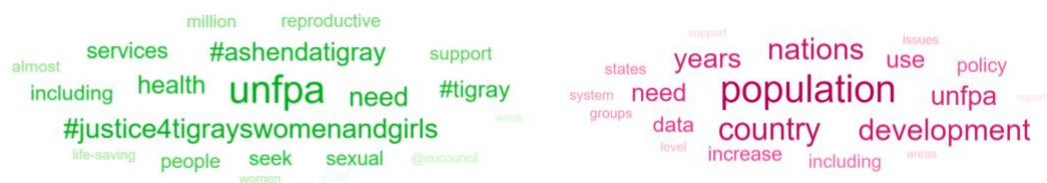
Analysis of sources of mentions (below left) and sentiment of mentions (below right) illustrate the predominance of Twitter among social media interactions on population data and dynamics, and a tendency towards positive or neutral tone.



Analysis of geographic data (where available – for 42 percent of posts) illustrates the dominance of English language posts and the heavy concentration around the United States. The period under analysis included the UN General Assembly, which may account for some of this concentration. A second focal location for related media is India.



Word clouds from the two searches illustrate a surge of activity relating to the conflict in Ethiopia's Tigray Region, in addition to emphasis on the link to health, services, and development. Deeper analysis of prevalent topics reveals a significant intersection between population data and gender.



Top mentions for all sources during the period assessed included the United Nations Twitter, Reddit, Medium.com, Pew Research, NDTV, Reuters, BBC, The Conversation, the Economic Times of India and Al Jazeera.

Some of the top external mentions of UNFPA and population data on Twitter include from the United Nations (@UN/@OMU_fr), UNDP, UNICEF, Revista Caretas, Husain Haqqani, Handsome La Kijiji, Helen Clark, Global Fund for Women, IPRD Bihar, Alione Tine, Kori Habib, and Ananya Kamboj. The most heavily featured UN country teams among Twitter mentions were India, Mexico, Malawi, Cameroon, Moldova, and Eswatini.



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